UNV

Helping small business grow
by Asif Chida
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EDITORIAL

HELP FOR THE PRIVATE SECTOR

There is much talk about the apparent economic failure of centrally managed states and the greater success of free enterprise. Whatever your view on that, you don't have to be a juggler of junk-bonds, a dogmatic deregulator or an evangelical capitalist to accept that human beings in their imperfection are competitive, that incentive and reward are relevant in transforming a poor economy into a prosperous one, and that a private sector is not only inevitable but actually a necessary component of a full development.

Back in 1986 the UN General assembly adopted a Programme of Action for African Economic Recovery and Development. The programme called for policy reforms including encouragement of the private sector to play a positive role. UNDP, in collaboration with Governments, went on to sponsor 32 country and five regional seminars in Africa to address the many issues involved.

The consolidated report on the seminars noted that "entrepreneurship is not new to Africa, nor is initiative". Nor for that matter is a degree of involvement with the private sector new to UNV. As this issue of UNVNews shows in articles from Grenada and the Central African Republic, UNVs are active, as are DDS Field Workers, in helping the growth of small businesses in many parts of the world. Botswana saw the assignment of a general manager, three financial controllers and a marketing adviser; a UNV financial specialist helps mount credit dossiers for a UNIDO-executed private sector development project in Mauritania; UNVs lecture in management and business studies at universities in Niger and the Seychelles; with FAO they promote rural producers' organizations in Guinea.

UNV is increasingly asked by Governments to focus more on this as yet limited dimension of its programme. Indeed, support for the private sector is one of the key objectives which the Administrator of UNDP, Mr. William H. Draper III, has set for the organization and its associated funds and operations such as UNV, for the current programming cycle. With people on the UNV Roster in everything from accountancy and auditing through informatics to logistics, procurement and marketing, UNV can concentrate on the self-employed, the urban and the rural informal economy, co-operatives, small and medium sized enterprises and federations of employers and employees. We can assist in evolving suitable legislation, identifying business opportunities, encouraging investment, seeking cheaper sources of raw materials, developing export markets....

So, if you spot a private sector effort worthy of support, why not tell UNDP and the UNV Programme Officer?

Français

AIDE AU SECTEUR PRIVE

L'échec apparent des pays à économie centralisée et le succès de l'entreprise privée font actuellement couler beaucoup d'encre. Les avis à ce sujet divergent, mais ce qui est certain c'est qu'il n'est pas nécessaire d'être un de ces fameux magiciens de la haute finance, ni un défenseur systématique de la libre concurrence, ou encore un fervent adepte du capitalisme pour admettre que les êtres humains sont dotés d'un instinct compétitif et qu'incitation, récompense et encouragement sont des éléments clé pour la transformation d'une économie pauvre en une économie plus prospère. Dans un tel processus, le secteur privé non seulement doit avoir sa place, mais il représente un élément essentiel en vue d'un développement complet.

En 1986, l'Assemblée générale des Nations Unies avait adopté un Programme d'action pour le redressement économique et le développement de l'Afrique. Ce programme fait appel à des réformes politiques et met en évidence le besoin d'encourager le secteur privé. Dans le cadre de ce Programme d'action, le PNUD, en collaboration avec les gouvernements, a commandité 32 séminaires nationaux et 5 régionaux pour traiter des innombrables sujets y afférents.

La synthèse des rapports sur les séminaires souligne le fait que ni l'esprit entrepreneur ni le sens de l'initiative ne sont des notions nouvelles pour l'Afrique. Ni, dans la même optique, serait nouveau pour le programme des VNU une certaine implication avec le secteur privé. Comme le montre dans cette édition des "UNV News" des articles de la Grenade et de la République centrafricaine, des Volontaires des Nations Unies, ainsi que des VNU/Animateurs DDS, travaillent un peu partout dans le monde pour l'expansion des

petites entreprises, par exemple: au Botswana, un VNU/Gestionnaire principal, trois VNU/Contrôleurs des finances et un VNU/Conseiller en marketing forment une équipe efficace; en Mauritanie, un VNU/Spécialiste de la préparation des dossiers bancaires établit des protocoles d'accord et aide à définir et à mettre en oeuvre des procédures de gestion pour un projet d'assistance de l'ONUDI à la Commission des groupements des entreprises mauritaniennes; des VNU/Conférenciers dispensent des cours de gestion et de commerce dans les Universités du Niger et des Seychelles; d'autres Spécialistes VNU assistent des groupements de petits producteurs en Guinée dans le cadre d'un projet exécuté par la FAO.

Pour satisfaire une demande accrue des gouvernements, le programme des VNU se concentre de plus en plus sur sur cet aspect de son programme qui certainement mérite une expansion rapide. Par ailleurs, dans le cadre de l'exercice de programmation en cours, l'appui au secteur privé est un des objectifs clé que M. William H. Draper III avait fixé pour le PNUD et pour les Fonds et les Programmes qui en font partie, tels que les Volontaires des Nations Unies. Avec ses ressources en candidats disponibles dans tous les domaines professionnels, que ce soit par exemple des comptables ou des experts comptables, des spécialistes en informatique, en appui logistique, en matière de crédit, en approvisionnement ou en marketing, le Programme des VNU a la possibilité d'assister les petits entrepreneurs, le secteur informel rural et urbain, les coopératives, les petites et moyennes entreprises, ainsi que les fédérations d'employeurs et d'employés. Les VNU peuvent aider à élaborer de nouvelles législations, à définir des structures, à identifier et à mettre en oeuvre de nouveaux projets, à encourager l'investissement, à chercher des matières premières à meilleur prix, à promouvoir l'exportation...

Alors, si vous repérez des initiatives dans le secteur privé, pourquoi pas y attirer l'attention du PNUD et du Chargé du programme VNU?

Español

APOYO AL SECTOR PRIVADO

Hay actualmente una gran discusión sobre el aparente fracaso de las economías de planificación central y del gran éxito de la libre empresa. Sea cual fuera su punto de vista sobre este tema, usted no necesita ser un experto en la bolsa de valores, un dogmático desregulador o un capitalista evangélico para aceptar que los seres humanos, en su imperfección, son competitivos, que los incentivos y las recompensas son relevantes para la transformación de una economía pobre en una economía próspera y que el sector privado no solamente es inevitable pero es también un componente necesario para el desarrollo.

Ya en 1986 la Asamblea General de Naciones Unidas adoptó un Programa de Acción para la Recuperación Económica y el Desarrollo de Africa. Este Programa incluia, entre otras, reformas de política económica para promover el sector privado y para facilitar su participación al desarrollo. El PNUD, en cooperación con los respectivos Gobiernos, patrocinó 32 seminarios en países y 5 seminarios regionales en Africa para elaborar propuestas sobre los diferentes aspectos relacionados a la promoción del sector privado.

El informe consolidado de los seminarios indicaba que "ni el espíritu de empresa ni la iniciativa privada son nuevos en Africa". Tampoco la cooperación con el sector privado es nueva para el VNU. Como se puede ver en los artículos de Grenada y de la República Centroafricana de este número de VNUNews, tanto los VNU como los trabajadores de campo DDS ayudan activamente al crecimiento de pequeñas industrias en muchas partes del mundo. Recientemente han llegado a Botswana, un gerente general, tres auditores financieros y un consejero en mercadeo. En Mauritania un especialista en finanzas ayuda a establecer expedientes de crédito para un proyecto de desarrollo del sector privado ejecutado por ONUDI. VNUs enseñan administración de empresas en las Universidades de Niger y Seychelles. En Guinea, VNUs trabajan con la FAO para promover organizaciones de productores rurales.

Los Gobiernos solicitan de una manera creciente que el Programa VNU se concentre más en este aspecto todavía limitado de nuestras actividades. Para el presente ciclo, el apoyo al sector privado es ciertamente uno de los objetivos primordiales que el Sr. William H. Draper III, Administrador del PNUD, ha fijado para la organización y para los fondos asociados como es el caso del VNU. El Programa VNU, cuenta en su roster con una vasta gama de profesionales en diferentes ramas tales como contabilidad, auditoría, informática, logística, aprovisionamiento de equipo y mercadeo. Esto hace al Programa de VNU particularmente idóneo para apoyar a trabajadores independientes, a actividades en la economía informal, urbana y rural, a las cooperativas, a las pequeñas y medianas empresas y a federaciones de empleadores y de empleados. Podemos dar asistencia en la identificación de legislación apropiada, en la identificación de oportunidades de negocios, en la promoción de inversión, en la búsqueda de fuentes baratas de materias primas, en el desarrollo de mercados de exportación.

Entonces, si Usted identifica iniciativas en el sector privado que en su opinión merecen apoyo tal vez podría informar al PNUD y al Oficial del Programa VNU.

HELPING SMALL BUSINESS GROW

by Asif Chida
UNV Small Business Promotion Officer from India

Prior to his UNV assignment in Grenada, Mr. Chida worked as Chief Executive for Al-Ameen Islamic Financial and Investment Corporation (India) in Bangalore, India.

Grenada is ready for an economic launch. Entrepreneurs are quietly optimistic about the business climate. They say that with the economy growing at 5 per cent and with the major infrastructural works in place, businessmen are in a better position to make money than at any time over the troubled decade.

This applies especially to the small scale businessmen, a term which in an island of 105,000, means almost anyone not involved with the five main wholesale and retail chains.

Wealth-creators at the small level face one major problem the world over: lack of access to seed credit because of limited collateral. In small islands, start-up businesses also have to deal with the problem of imported products crowding out their infant industries. This in part accounts for the traditionally high small business failure rate of 80 per cent.

Grenada is now experimenting with a new idea that will help the small businessman identify new bankable projects. It is called the Small Enterprise Development Unit (SEDU) and is located in the Grenada Development Bank. With help from UNDP, SEDU aims to match budding entrepreneurs with viable manufacturing projects which are clearly needed in the island.

Working as a United Nations Volunteer, I am one of SEDU's skeleton staff of three. My job is to review the performance of the small business sector in Grenada and do the matching process. This has involved preparing project profiles on industry gaps which Grenadian small business can fill.

Evidence from Grenada shows that the magic of the market place does not automatically fill production gaps in a developing economy. It is harder these days to find stories about bananas not being available for bar cocktails while bunches rot outside on the wharf. But examples do exist. Why, Grenadian hoteliers ask, should they have to send their linen to St. Lucia to be dry-cleaned when a proper service could be easily set up in the island?

The handicraft industry also offers tremendous possibilities with a current tourist sector growth rate of over 10 per cent. Every year 250,000 cruise ship passengers transit Grenada looking for authentic Grenadian products. Each of them looks to spend about US$75, but the local products are not marketed well. It is the sort of bottleneck SEDU wants to banish. With the assistance of the local business community, which provided a survey questionnaire with an 83 per cent response rate, I have identified over 100 possible areas where small scale bankable projects can be designed. I have already created project profiles for half of them.

Looking at the problem from the other side, local bankers say they are frustrated at the number of good business ideas they have to turn down because the finance has not been properly thought through. SEDU's aim in this respect is to offer inexpensive advice on how to prepare costing and making a proposal saleable to commercial banks. But in order for SEDU to match entrepreneur with bankable project, people have to be convinced that SEDU's services are worth taking the trouble to find out about. The task of convincing them will involve media work and hard sell. But the Government is confident enough in the role of SEDU that it has pledged to provide SEDU with the necessary radio and TV spots.

Until a few months ago, I was a visiting professor at Madras University and doing consultancy work for the Development Bank of Tamil Nadu, and firmly believe that Grenada should also attract the pool of expatriate Grenadians living outside the country in North America.

Their return will bring foreign exchange, new technology, and a new work ethic to the island. Almost half of Grenadians live outside the island. I feel that the non-resident Grenadians should be given fiscal concessions to start up operations in the island.

SEDU is right now playing a pilot role in the Eastern Caribbean, and if it proves successful, it could serve as a model for other small entrepreneur development in the region.

Français

L'économie de Grenade semble arriver à un tournant. En effet, les hommes d'affaires sont prêts à y investir leur argent, plus spécialement ceux qui sont à la tête de petites entreprises.

Mais dans des îles si petites des Caraïbes, le monde des affaires se heurte au problème des produits importés qui inondent les industries qui en sont à leurs balbutiements.

Grenade essaye une nouvelle idée qui aidera l'homme d'affaires à identifier des projets négociables en banque. Il s'agit de l'Unité du développement des petites entreprises (UDPE) qui, avec l'aide du PNUD, va permettre de mettre en relation des entrepreneurs qui se lancent avec des projets viables de fabrication.

Asif Chida travaille au sein de cette Unité et s'occupe de vérifier la performance du secteur des petites entreprises à Grenade et de rendre le procédé d'harmonisation possible. Il lui faut trouver le fossé industriel type que les petites entreprises de Grenade peuvent combler. Par exemple, chaque année 250,000 touristes transitent en croisière à Grenade à la recherche de produits locaux authentiques. Il y a carence en la matière. Voilà ce que l'Unité cherche à éviter. Pour ce faire Asif Chida a identifié une centaine de possibilités à étudier afin que des projets négociables prennent forme.

D'autre part, les banquiers ont souvent dû refuser de bonnes idées, parce que les structures étaient mal conçues.. Le but de l'Unité est d'offrir des conseils ou investir sur la façon de préparer les coûts et rendre une proposition vendable auprès d'une banque. Mais l'Unité n'est pas assez connue. Le Gouvernement de Grenade est prêt à aider à faire le nécessaire en vue d'une promotion radiophonique et télévisée.

Avant son affectation VNU à Grenade, Asif Chida était professeur à l'Université de Madras ainsi que consultant pour la Banque du développement de Tamil Nadu. Il voudrait voir les expatriés de Grenade revenir sans grande frais chez eux afin qu'un échange se fasse car ils ont acquis une nouvelle expérience, de nouvelles technologies, et de nouvelles façons de travailler.

Le rôle pilote de l'UDPE est important dans les Caraïbes, et si il s'avère un succès, cela pourrait être un modèle exemplaire pour les autres petites entreprises de la région.

Español

La economía de Grenada está lista para despegar. En efecto, los hombres de negocios están dispuestos a investir su dinero, especialmente aquellos que están al frente de pequeñas empresas.

Pero en estas islas tan pequeñas del Caribe, el mundo de los negocios tropieza con el problema de productos importados que saturan las industrias recién iniciadas.

Grenada intenta un nuevo plan que podrá ayudar al hombre de negocios a seleccionar sus proyectos para que sean negociables ante un Banco. Se trata de la Unidad del Desarrollo de Pequeñas Empresas (UDPE) que, con la ayuda del PNUD, permitirá emparejar a los jóvenes empresarios con los productos internos que sean posibles de fabricar.

Asif Chida trabaja en la sede de esta Unidad y se encarga del proceso de nivelación económica y de verificar el desarrollo en el sector de pequeñas empresas de Grenada. El debe buscar la carestía industrial que existe dentro del país y que las pequeñas empresas puedan cubrir. Por ejemplo, cada año unos 250.000 turistas viajan en cruceros en Grenada en búsqueda de productos locales auténticos. Hay una escasez en este sector. Esto es lo que la UDPE busca evitar. Para esto, Asif Chida ha escogido una serie de proyectos, los que una vez que se hayan estudiado, puedan llevarse a cabo.

Los Bancos locales, dicen estar decepcionados ante todas las brillantes ideas propuestas, las que se ven obligados a rechazar puesto que la parte financiera no ha sido bien calculada. El propósito de la Unidad es de ofrecer consejos fáciles sobre cómo preparar los costos y presentar posteriormente a los Bancos una propuesta interesante. Pero la UDPE no es aún bien conocida y a este efecto el Gobierno de Grenada está dispuesto a prestar su ayuda proporcionando publicidad más amplia a través de la radiodifusión y la televisión.

Antes de su asignación como VNU en Grenada, Asif Chida era profesor de la Universidad de Madras así como consultor para el Banco de Desarrollo de Tamil Nadu. El cree firmemente que Grenada va a traer de vuelta a aquellos que han immigrado a los Estados Unidos, esta mobilización aportará nuevas experiencias, tecnologías y métodos diferentes de trabajo.

La UDPE está desempeñando una tarea importante en el Caribe, y si el proyecto resulta tener éxito, esto podría servir como modelo ejemplar para las otras pequeñas empresas de la región.

TROIS VNU AU SECOURS DES PME CENTRAFRICAINES

par Madeleine Moulin-Acevedo

Le bois, les métaux, le bâtiment, à eux trois, ils couvrent des domaines de compétences qui représentent une véritable "force de frappe" rayonnant dans toutes les directions. Leur mission: aider les petites et moyennes entreprises (PME) ainsi que les artisans centrafricains à tirer le meilleur parti possible de leur travail. En deux ans, entre 1987 et 1989, ces trois VNU, coiffés d'une double casquette de techniciens et gestionnaires ont résolu bon nombre de problèmes, certains complexes, d'autres plus prosaïques.

"Je me suis d'abord attelé à l'organisation de l'atelier; j'ai fait retirer toutes les carcasses de voitures afin qu'il y ait un espace suffisant pour le travail. Puis, des démarches ont été entreprises pour rétablir le courant électrique indispensable à la soudure." A l'atelier de mécanique générale de Bango où un plan de relance de six mois avait été adopté, Sane Mafoudji, sénégalais de 39 ans, spécialiste en métallurgie a dû commencer par le commencement avant de pouvoir effectuer des démonstrations de soudure électrique.

"Au début, j'ai eu quelque mal à identifier les entreprises et les artisans qui intéressaient mon domaine d'activités mais grâce à des sorties fréquentes sur le terrain, aidé d'une carte, j'ai surmonté ces difficultés." Dès son arrivée, Abdoukarim Diop, spécialiste du bois sénégalais, a fait preuve de la disponibilité et de la flexibilité indispensables à ce type d'assistance. Mise en place de livres d'achats et de charges, ouverture de fiches de stocks, suivi de la comptabilité, constitution d'un dossier de demande de financement, inscription au registre du commerce, son intervention a permis à des petits artisans de se structurer. Ailleurs, ce sont les points faibles auxquels on s'est attaqué. Ainsi chez "Biongo et fils", une entreprise artisanale de bois et de métal au carnet de commandes bien rempli, le VNU sénégalais s'est attelé au suivi de la comptabilité et à l'organisation générale. Il a expliqué aux employés comment fabriquer des accessoires d'établis, des ateliers de rangements, comment étendre l'atelier en réservant des salles pour le façonnage, le montage et le stockage des produits. Brahim Lajili, lui est tunisien. Conducteur de travaux, il a eu à intervenir dans une vingtaine d'entreprises centrafricaines. Grâce à lui, l'entreprise Kpengba Pyrioua de "Kamayenge et frères" a pu améliorer le rendement de ses six chantiers en cours, rattraper le retard parfois constaté sur place, mieux s'organiser pour assurer un approvisionnement régulier en matériaux de construction. Ce VNU de 39 ans a en outre aidé les chefs de chantier à établir des fiches de stock, de bordereaux de salaires et de prestations de services ainsi que l'état des dépenses.

Le fait que le Chef de l'Etat Centrafricain, S.E. André Kolingba (à droite) ait rehaussé de sa présence l'ouverture officielle de l'espace PME/PMI, démontre comme l'a souligné le Représentant résident du PNUD, Wally N'Dow (à gauche) "qu'un courant favorable à l'initiative privée est né en République centrafricaine."

Tous trois ont assuré leur mission dans le cadre du Centre d'assistance aux petites et moyennes entreprises et à l'artisanat (CAPMEA), un projet executé par le Bureau International de Travail. Créé en 1987, le CAPMEA s'inscrit dans une politique d'encouragement à l'intitiative privée. Il en constitue même l'élément moteur car c'est entre autres, à partir des PME/PMI, sources d'emplois et de revenus que se développera le tissu économique du pays.

"Nous les aidons à améliorer les prestations tant sur le plan technique que dans le domaine de la gestion, nous les aidons aussi à participer aux appels d'offres aussi bien de l'Etat que d'organismes internationaux tels que la Banque Mondiale, le Fonds de l'OPEP pour le développement international, le Fonds africain de développement." Intermédiaire, Brahim Lajili, l'est devenu le temps d'un appel d'offres de la Banque Mondiale. Contact avec les responsables du projet pour recueillir le maximum d'information — il s'agissait de construire 25 écoles primaires — le VNU a pu ensuite aider les PME intéressées à monter leur dossier — calcul des prix, prestations offertes...

Pendant leurs deux années de service, les trois VNU se sont préoccupés d'assurer la relève en formant des conseillers nationaux d'entreprises: "une action permanente, menée presque tous les jours dans les bureaux du CAPMEA et sur le terrain. Ce travail avait pour objectif le perfectionnement de futurs cadres dans leur spécialité." Brahim Lajili, le seul des trois VNU qui malgré une expérience professionnelle de sept ans se lançait pour la première fois dans la formation s'est acquitté de sa tâche à la satisfaction de tous.

"J'ai établi de bonnes relations de travail avec les ressortissants du pays et les autres fonctionnaires du projet." Ouvert, dynamique, Sane Mafoudji s'est bien adapté aux conditions de vie et de travail dans le pays, tout comme Abdoukarim Diop et Brahim Lajili. Les trois VNU ont laissé derrière eux...le bâtiment de la foire économique consacrée aux PME/PMI en Centrafrique. Financé par le PNUD, celui-ci a été mis à la disposition des opérateurs économiques pour promouvoir leurs activités et leurs produits. L'un a réalisé l'étude technique et conduit le chantier, l'autre les plans de menuiserie et la charpente du bâtiment. Fournisseur exclusif de ce projet, "ATIB", un fabriquant de briques faites à partir de matériaux locaux (terre cuite) avait bénéficié des conseils — fiches techniques, calcul du prix de revient des produits... — de Brahim Lajili.

A cause de la diversité du secteur privé en Centrafrique, il a été demandé aux VNU d'élargir leurs domaines de compétences. Ainsi Sane Mafoudji s'est-il occupé de pisciculture et d'un projet de poulailler, Abdoukarim Diop d'un atelier de couture..une expérience nouvelle mais qui n'a pas laissé que de bons souvenirs.

A l'heure des programmes d'austérité et du désengagement de l'Etat dans de nombreux pays en développement, les PME/PMI peuvent devenir le fer de lance du développement à condition d'être dynamiques, bien gérées et aidées.

MATERIAU NATUREL ET NOBLE
EST UTILISÉE PARTOUT DANS LE MONDE
REGARDEZ AUTOUR DE VOUS
HIER BRICERAM LAKOUANGA SICAT II III
AUJOURD'HUI BATIMENTS SCOLAIRES MONASTERE BATIMENT DE LA FOIRE

Près de 50 entrepreneurs et artisans ont participé à la première foire économique qui s'est tenue à Bangui au mois de novembre 1989. Les 2/3 des exposants étaient des PME/PMI et artisans qui ont bénéficié de l'encadrement des VNU en tandem avec les conseillers nationaux.

English

In two years, three UNVs have helped small-business enterprises and craftsmen from Central African Republic to better manage their businesses.

Sane Mafoudji, from Senegal, is a specialist in metallurgy and has been assigned to reorganize a mechanical workshop for the nationals.

Abdoukarim Diop, also from Senegal, is a wood specialist and as soon as he took up his UNV assignment he implemented purchase and petty cash books, stock indexing, follow up accounting, etc., in order to help craftsmen to organise themselves.

Brahim Lajili is Tunisian. As a civil engineer/foreman, he had to help some 20 enterprises. For instance, a local Central African enterprise, Kpengba Pyrioua of Kamayenge & Brothers, has improved the work efficiency of its six building sites under way by ensuring a regular supply of building materials.

They have worked within the framework of a special centre helping small business enterprises and craftsmen (CAPMEA) which was created in 1987 to encourage the private sector. It is through these small-business enterprises — creating employment opportunities — that the country's economy will develop.

During their two-year service, the three UNVs have been involved in training national counterparts to take over when they leave. All of them adapted quite well to the working and

living conditions in the country. They have left behind them...the Small-Business Enterprises Trade Fair building in the CAPMEA compound. Financed by UNDP, the building was given to various contractors to promote their activities and products. Following Brahim Lajili's lead, a local brick making company, ATIB, provided most of the building material.

Although the country is launching austerity programmes, the development of small-business enterprises can become the spearhead of development provided they are dynamic, well managed and encouraged.

Español

En el lapso de dos años, tres VNUs han ayudado a pequeñas empresas y artesanos de la República Centroafricana a sacar más provecho de sus establecimientos comerciales bajo una mejor administración.

Sane Mafoudji, un joven senegalés de 39 años, especialista en metalúrgica comenzó por renovar y organizar un taller mecánico para que las personas locales puedan utilizarlo. Abdoukarim Diop, también del Senegal, es un especialista en madera y tan pronto como él se hizo cargo de su puesto, implementó los libros de compras y gastos generales, constituyó fichas de las mercancías en existencia, revisó la contabilidad, etc, a fin de ayudar a los artesanos a organizarse ellos mismos. Es así que en la compañía Biongo e hijos, una empresa artesanal de maderas y metales con un libro lleno de pedidos, Abdoukarim explicó a los empleados la fabricación de los accesorios, el montaje y el almacenamiento de productos, etc.

Brahim Lajili es originario de Túnez. Como ingeniero civil/maestro de obras, tuvo que ayudar a unas 20 empresas. Gracias a él, la empresa local centroafricana, Kpengba Pyrioua de los "Hnos. Kamayenge", ha aumentado la productividad de las obras de construcción de sus seis edificios, abasteciendo de manera regular los materiales necesarios para la construcción de los mismos.

Estas tres personas han trabajado dentro del marco de un centro especializado que ayuda a pequeñas empresas comerciales y artesanos (CAPMEA) el cual fue creado en 1987 para estimular al sector privado. Es a través de estas pequeñas empresas comerciales — creando oportunidades de trabajo — que la economía del país se desarrollará.

Durante estos dos años de asistencia, los tres VNUs se han esmerado en entrenar a sus colegas nacionales para que puedan reemplazarlos cuando ellos dejen este país. Los tres VNUs se adaptaron muy bien a las condiciones de trabajo y de vida del país. Han dejado tras ellos el edificio de la feria económica consagrada a las pequeñas empresas comerciales. Financiado por el PNUD, el edificio fue puesto a disposición de varios empresarios para promover sus actividades así como también sus productos. Siguiendo la iniciativa de Brahim Lajili, una compañía local productora de ladrillos (ATIB), abasteció la mayor parte de los materiales de construcción.

Aunque el país está lanzando programas de austeridad, el desarrollo de las pequeñas empresas comerciales puede convertirse en la vanguardia del desarrollo siempre y cuando estos sean dinámicos, bien administrados y fomentados.

TERMS AND CONDITIONS

As a follow-up to our Editorial in UNVNews 48 which covered measures taken by the UNV programme relating to conditions of service of UNV Specialists, and as a further step to improve their status and working conditions, we are happy to announce that it has been decided that effective 1January 1990 UNV Specialists will be entitled to payment of DSA at full UN DSA rate for official international travel.

This would include the following: authorized stopovers during initial assignment travel from place of recruitment to the duty station, and during repatriation travel from the duty station to the place of recruitment or the home country; duty-related travel to other countries in connection with project activities; for a patient (i.e. UNV or dependant) in the circumstances of authorized medical evacuation outside the country of assignment - but not to the place of home leave - for the period when not hospitalised; in addition, authorised accompanying dependant(s) will be paid 100% when the patient is hospitalized and 50% when not hospitalized; and for travel due to evacuation for security reasons, the provisions of UN Field Security Handbook will be applicable to UNV Specialists.

For duty-related travel within the country of assignment, the existing entitlement of two-thirds UN DSA rate, or other special arrangements, will continue to apply in order to maintain a closer relationship in terms of conditions of work with national government colleagues (requests for payment of a higher rate of DSA, where necessary due to particular circumstances should be referred to UNV Headquarters for consideration).

It has also been decided, effective 1 January 1990, to increase the amount of Life and Permanent Disability Insurance for all UNV Specialists as well as DDS Field Workers to US$100,000.

EXPERIENCIA DE UN VOLUNTARIO

Alvaro Martinez Laines
VNU Arquitecto, (Chile)
Quito, Ecuador

Inicié mis labores como voluntario de las Naciones Unidas en Diciembre de 1987, con cierta incertidumbre hacia el nuevo reto que significaba enfrentar un problema de hábitat muy crítico en alguna zona de las afectadas por el terremoto del 5 de marzo de 1987. A mi jefe inmediato, arquitecto Oscar Barahona, le manifesté que estaba dispuesto a que me enviara a cualquier lugar, por más apartado que éste fuera; firmeza de decisión que construí cimentada en dos propósitos principales: el uno para demostrar con mi adaptabilidad y trabajo dedicado que era capaz de sacar adelante cualquier labor que se me encomendara por más difícil que fuera y lograr así, aunque sea de manera modesta, enaltecer el significado del Sistema de Voluntariado de las Naciones Unidas.

VNU Alvaro Martinez con un miembro de la comunidad indigena que participa en el projecto Reconstrucción de Habitaciones Rurales

El segundo propósito fue el de tratar de integrarme por entero a la comunidad a la cual sería asignado para, de esta manera, lograr una forma de trabajo armónica basada en el respeto mutuo.

Luego de haber visitado todas las zonas en donde se iba a ejecutar el proyecto ECU/87/006, me informaron que tendría que hacerme cargo de la parte técnica del subproyecto Reventador, ubicado en el nororiente ecuatoriano, a escasos kilómetros del epicentro del terremoto, en donde ya existe vegetación característica de la Amazonía.

Recibí la noticia con gran alegría, menos mi esposa quien al enterarse de lo distante del lugar y lo arriesgado del trayecto me manifestó su preocupación con dramatizadas y lánguidas quejas, lo cual viene haciendo aún hasta el día de hoy y con justa razón porque las peripecias que he tenido que pasar en el camino han sido dignas del Rally París-Dakar.

Comencé mi labor con mucha esperanza y buen ánimo a pesar de no contar siquiera con un cuarto donde pasar las noches; ni servicios higiénicos, ni familia alguna que sirviera un plato de comida debido a la tremenda pobreza en la que se hallaban sumidos. Consternado cada día más por la crítica situación de la comunidad, mi cariño y mi respeto hacia ellos se fue afianzando y el entendimiento mutuo no se hizo esperar. Emprendimos trabajos decididos en talleres participativos, ninguna obra fue impuesta, todo ha sido priorizado en base a la acuciante necesidad de las familias más afectadas, es así que la primera obra que realizamos fue la construcción de un Taller de Carpintería en el que se llevaron a cabo cursos de adiestramiento, financiados por la OIT, tanto en el uso de las máquinas del Taller como de sistemas de construcción en madera para la viviendas. El interés por aprender tanto de los jóvenes como de los viejos fue mayor del que esperábamos, tratamos en esa ocasión de que nadie quedara marginado reuniendo al mayor número de participantes. Se trabajó con tal énfasis que una vez que se concluyó el Taller y las máquinas funcionaron, en cuatro días preparamos la madera y construimos una pequeña vivienda de 35 m2 destinada para la bodega de las instalaciones y de dormitorio para el voluntario y un promotor social. Me despedí del asiento del camión que sirvió durante seis meses de improvisado lecho nocturno.

Iniciamos el corte general de madera, se decidieron los modelos de las viviendas en talleres participativos, se formaron comisiones de trabajo, surgieron nuevos dirigentes en los cuatro sectores de intervención, se inició un proceso de consolidación de la organización comunal, se construyeron vías de acceso con lastre para facilitar la comunicación y evitar la gran cantidad de lodo que se forma con las grandes precipitaciones (es la región más lluviosa del Ecuador); tanto es así que como anécdota la genta del lugar dice que ahí existen sólo dos temporadas en el año: la lluviosa y la del diluvio. Posteriormente, iniciamos el período de construcción de las casas, en el que se ha ido adiestrando a un número importante de nuevos maestros carpinteros; actualmente ya tenemos levantadas unas 90 viviendas y otras 20 en proceso de cimentación de un total de 160 en los cuatro sectores; realizadas solamente con el esfuerzo propio de los beneficiarios, trabajando bajo lluvias pertinaces y

soles caniculares, rodeados de mosquitos fastidiosos; innumerables enfermedades contagiosas; con una nutrición deficiente y una gran mortalidad infantil; sin embargo, el espíritu de superación de los campesinos se hace cada día más fuerte al sentirse motivados y apoyados.

Pero no todo ha sido tan "ideal" en términos de los logros, siempre han habido notas discordantes, elementos disociadores, desconfiados y perezosos, así como también difamadores de nuestra labor, pero afortunadamente los mismos beneficiarios se han encargado de demostrar a través de las obras emprendidas conjuntamente, que los comentarios mal intencionados y la decidia proceden de aquellos que no creen en el trabajo comunal ni en el mejoramiento de las condiciones de vida; sus esfuerzos seguirán siendo individuales y egoístas; aún así, la organización está empecinada en integrar a este sector auto-marginado e incorporarlos a su sistema de labores.

No solamente mi dedicación ha sido encauzada hacia lo técnico, la misma complejidad de la misión me ha permitido realizar una gama muy variada de acitividades, desde chofer, pasando por aplicación de primeros auxilios, administración de medicinas, labores de pre-parto, carpintero, compra de materiales, repuestos, combustibles; manejo de los fondos destinados al subproyecto, mecánico, padrino de un bebé de pocos meses; testigo de matrimonios civiles y por si eso fuera poco me ha tocado emprender la labor más difícil dentro de un grupo humano: ser aceptado y ser considerado un amigo.

Y para concluir este informe informal, debo señalar que mi esposa sigue teniendo la razón, porque durante los 80 viajes que tengo realizados hacia y desde mi zona de trabajo, me he volcado una vez por no matar a un caballo; me he quedado seis veces bloqueado por los constantes derrumbes en el camino; me han roto tres veces los parabrisas del camión por las piedras; se me han cortado los frenos en dos oportunidades con carga completa, me he quedado 52 veces con las llantas perforadas, me han robado dos veces todo el combustible del camión y a pesar de todo lo que me ha pasado cada vez que hemos recibido visitas de evaluación ya sean del Gobierno, de la O.N.U. o de algunos países amigos nunca han tenido algún problema del que lamentarse en el trancurso de sus viajes; no será que también a los voluntarios nos están destinadas pruebas tan sui géneris?

Sin embargo, el subproyecto sigue adelante con más énfasis; cada día que pasa me convenzo más que nuestro trabajo va a trascender y que la labor del voluntariado debe ser promovida puesto que vale la pena.

English

It was with some apprehension that I took up my assignment in Ecuador as a UNV in December 1987, as this new challenge in my life was to lead me to a location struck by an earthquake in March 1987. Despite this fact, I told my supervisor that I was willing to accept any duty, even in the hardest of conditions, a decision I made for two reasons: first to prove myself that I was capable of doing any type of work, however difficult it might be, and by doing so to enhance the significance of the UN Volunteer programme; and secondly the commitment to adapt myself fully to the national counterparts and the community where I was to be assigned. I was informed that I would be in charge of the technical part of the project "Reventador" which is located in the northern part of Ecuador, not far from the epicentre of the last earthquake. Although the living conditions were very poor; no toilets, no proper room to sleep, and not even enough food to eat, I began my work with enthusiasm. We started with a participatory workshop, to prioritise the needs of the homeless or the families most seriously affected by the earthquake. I was surprised at the interest of the old and young people alike in learning how to use the machines. Within four days we prepared the wood and built a small house to be used as a warehouse and sleeping quarters for the volunteer and a social worker. We organized working teams, designed the style of the houses and built roads. We trained some local people in carpentry, and started building and at present we have completed 90 houses and 20 more are yet to be finished. These tasks were carried out under extreme weather conditions, surrounded by mosquitoes and countless contagious diseases; despite the odds, low nutrition and high child mortality, the spirit of the farmers remained high and grew stronger as they felt supported and stimulated.

Français

C'est avec quelque appréhension que j'ai accepté mon affectation comme VNU en Equateur en décembre 1987. En effet, c'était un nouveau défi pour moi qui allait me donner l'occasion de travailler dans une région du monde frappée par un tremblement de terre en mars 1987. Malgré les conditions difficiles à prévoir, j'ai accepté ce poste pour deux raisons: premièrement pour me prouver à moi-même que j'étais capable d'entreprendre n'importe quel type de travail, même difficile et par là mettre en valeur la signification même du programme des VNU, et deuxièmement pour la responsabilité de m'adapter complètement aux personnel local et à la communauté où j'allais être affecté.

J'ai été informé que je serai en charge de la partie technique du projet Reventador, situé dans le nord de l'Equateur, près de l'épicentre du dernier tremblement de terre. Bien que les conditions de vie soient difficiles - pas de

toilettes, pas de chambre proprement dite pour dormir, et pas même de nourriture — j'ai commencé mon travail avec enthousiasme.

Nous avons commencé par une réunion de participation afin de définir les priorités quant aux besoins des sans-abris ou des familles les plus touchées par la catastrophe. Je fus surpris de l'intérêt de tant des personnes âgées et de jeunes à apprendre à utiliser les machines. En quatre jours nous avons préparé le bois et construit une petite maison qui allait servir comme entrepôt et quartiers dortoirs pour le volontaire et l'assistant social. Nous avons organisé des équipes de travail, dessiné le style des maisons et des routes ont été construites. Nous avons formé le personnel local en menuiserie et avons terminé le construction de 90 maisons, et 20 sont en cours de finition. Ces tâches ont été entreprises alors que les conditions climatiques étaient terribles, sans oublier la présence des moustiques et des microbes porteurs de maladies contagieuses.

Malgré cela, malgré la mauvaise alimentation et la mortalité infantile galopante, le moral des paysans restent bon et se fortifie même car ils se savent entourés et sont stimulés.

EXECUTIVE CO-ORDINATOR'S VISIT TO AFRICA

In November 1989, the United Nations Volunteers Executive Co-ordinator, Dr. Brenda Gael McSweeney, was on mission to Africa. Accompanying her from headquarters at different points of the tour were Audeh Soussou, Chief, Arab States, Programme Operations Division; and Anne-Isabelle Blateau and Federico Guicciardini, Area Officers.

The mission took her and the team to Zimbabwe, Comoros, Tanzania, Kenya, Somalia and Djibouti, meeting Volunteers, Government and UNDP and Agency officials and getting first hand insight into UNV activities and potentials in these countries.

The photo, taken in Somalia, shows: Front Row: left to right - UNVs Dosuma Hussain, Audeh Soussou, (UNV HQ), UNV Win, Dr. Brenda McSweeney (Executive Co-ordinator), UNVs Matoru, Qazi, ex-UNV Colied and Mr. Rahman, Chief Technical Adviser of UNESCO project SOM/86/012 (Upgrading Technical Education). Back Row: left to right - UNVs Malik, Ehla, Ranasinghe, Silvennoineu, Widaa and Anwar.

UNV STATISTICS

The end of the '80s brought the number of serving UN Volunteers to over 1,800. To be precise 1,801, as at 31 December 1989, by comparison with 1,534 on the same date in 1988, a leap of 17% ! The largest individual programmes were in Bhutan, Botswana and the Yemen Arab Republic, while the biggest supplier countries were Myanmar (Burma), Sri Lanka and Ghana. The average age of UN Volunteer specialists is 38 years; three quarters hold University degrees and the remaining quarter possess qualifications from higher professional/technical/vocational institutes. Following are the figures as at 28 February 1990: please note that they include both UNV Specialists and Domestic Development Service (DDS) Field Workers:

UNV Specialists in service (men 1,527; women, 324)		**1,851**	
UNVs en route to assignment		172	
Posts under recruitment		615	
Total, established posts, therefore		**2,638**	
Volunteers' movements during February 1990:			
Assigned		65	
Completing contract		26	
Early terminations		7	
Renewals		37	
Countries where UNVs are serving		**108**	
Developing country nationalities of UNVs		76	
Industrialised country nationalities		22	
Refugees & Stateless		1	
Total, nationalities of serving UNVs		**99**	
UNVs, nationals of developing countries		**1,635**	**(88.3%)**
UNVs, nationals of industrialised countries		**215**	**(11.6%)**
Regions in which UNV Specialists are serving:			
Africa -	43 countries	803	(43.4%)
Arab States & Europe -	13 countries	232	(12.5%)
Caribbean -	12 countries	80	(4.3%)
Central & South America -	10 countries	35	(1.9%)
Asia & Pacific -	26 countries	403	(21.8%)
UNVs assigned to Regional projects in Africa, Arab States, Asia/Pacific and Caribbean:	31countries	61	(3.3%)
Largest UNV "mainstream" programmes:			
Botswana		82	
Bhutan		68	
Yemen Arab Republic		62	
Niger		50	
DDS Field Workers assigned to Participatory Development Programme projects:			
Asia & Pacific -	13 countries	130	(7.0%)
Africa -	14 countries	100	(5.4%)
Caribbean -	3 countries	7	(0.4%)

...NEWS FLASH...

The Japanese Government, which last year provided funds to enable UN Volunteers to participate in the UN's relief and rehabilitation programmes for Afghanistan, has voted two further grants totalling US$750,000. The first will allow the assignment of ten more volunteer-specialists to join those already helping the UN High Commissioner for Refugees in caring for the thousands of Vietnamese "boat people" refugees in Hong Kong. The efforts of social workers Raphaelle McCabe, co-sponsored by Ireland's Agency for Personal Service Overseas (APSO), and Cynthia White and David Siegel, co-sponsored by the United States Peace Corps, will now be reinforced by the arrival of two medical doctors, three nurses, four Voluntary Repatriation counsellors and a field assistant. The second new grant will provide 14 UNV Specialists in the South Pacific, specifically for the Cook Islands, Western Samoa, Fiji, Tonga, Kiribati, and the Trust Territory of Pacific Islands (the Marshall Islands). There are already 165 UNVs there in all. The tasks of the new ones will include atoll development; training in commerce, plumbing, woodwork and metalwork, and diesel mechanics; computing, and livestock rearing.

ARAB STATES SET THE PACE

With a leap from 146 UN Volunteer specialists serving there in January 1989 to 242 on December 31st, the Arab States Region currently shows the fastest rate of demand for the services of the UNV programme. The most significant increases in the Region's numbers occurred in Djibouti, Oman and the People's Democratic Republic of Yemen (in all of which the numbers of serving UNVs were doubled), Sudan and Syria.

Further growth is assured, both because of increased demand from Governments in the Region, and because several further Arab countries have established National Focal Foints for recruitment for UNV in the last few weeks. In Egypt, the International Co-operation Department of the Ministry of Foreign Affairs will provide this function, under Dr. Aziza Fahmi; in Jordan it will be the Civil Service Commission of which the Under-Secretary is Mr. Khalid M. Radaideh. And — very appropriately, on International Volunteer Day, December 5th last — the Moroccan authorities signed an Agreement designating the Agence marocaine de coopération internationale (AMCI) as National Focal Point. M. Omar Ennaji, Secrétaire général adjoint, endorsed the Agreement for AMCI, while Mr. Chris Jaeger, the UN Development Programme's Resident Representative, did so on UNV's behalf.

Recruitment in the Region has also been boosted by the Cairo-based appointment from January of a UNV Recruitment/Information Officer. She is Vesna Dzuverovic, a Yugoslav economist, journalist and interpreter in Arabic. She will concentrate on expanding UNV recruitment in Algeria, Iraq, Somalia, and Syria.

المغرب والأردن ومصر تعزز ميدان النمو الأسرع في برنامج متطوعي الأمم المتحدة

لقد دلت حديثا منطقة الدول العربية على أسرع معدل لزيادة الطلب على خدمات برنامج متطوعي الأمم المتحدة بما حققته من قفزة كمية زادت فيها عدد اختصاصيي الأمم المتحدة المتطوعين الذين يخدمون فيها من ١٤٦ اختصاصيا في ينا ير/كانون الثاني ١٩٨٩ الى ٢٤٢ اختصاصيا في ٣١ ديسمبر/كانون الأول من العام نفسه • وقد حصلت أكبر الزيادات المحسوسة في أعداد المنطقة في كل من جيبوتي وعمان وجمهورية اليمن الديمقراطية الشعبية (حيث تضاعفت أعداد الخادمين في كل منها من متطوعي الأمم المتحدة الى ممثليها) والسودان وسوريـــة •

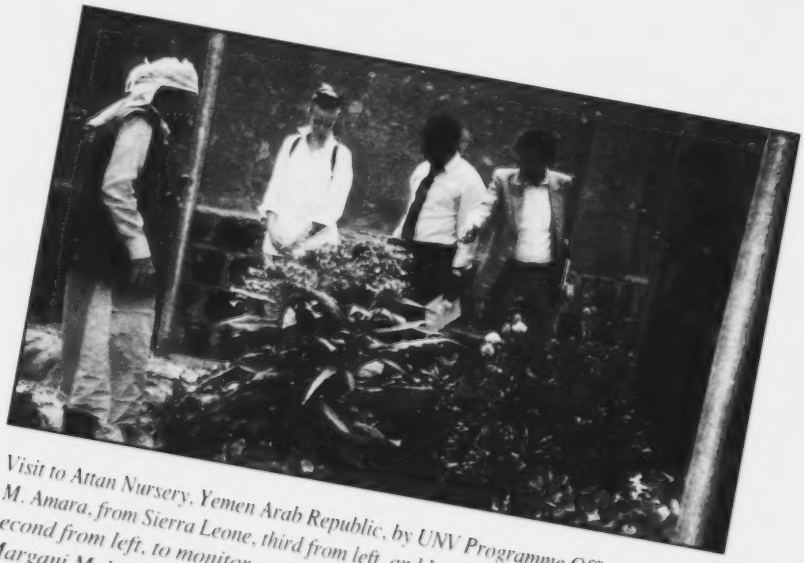
كما أن نموا آخر قد تحقق بتزايد الطلبات الواردة من حكومات في المنطقة ، وبما اقامته عدة بلدان عربية خلال الأسابيع القليلة الماضية من مركز الاتصال والجهات المنفـذة لاختيار المتقدمين لاشغال وظائف متطوعي الامم المتحدة • فقد عهد في مصر الى دائرة التعاون الدولي في وزارة الخارجية بأن تؤمن هذه الوظيفة تحت اشراف الدكتورة عزيزة فهمي ، وفـي الأردن كلفت بها لجنة الخدمات المدنية التي أمينها هو السيد خالد م• ردايدة • كمـا أن السلطات المغربية قدوقعت في يوم مناسب جدا هو يوم المتطوعين الدوليين الواقع في ٥ ديسمبر/كانون الأول الماضي ، اتفاقا سميت بموجبه الوكالة المغربية للتعاون الدولـــي (AMCI) مركز الاتصال والجهات المنفذة الوطنية • وقام السيد عمر التاجي الأمـــين العام المساعد بالتوقيع على الاتفاق عن الوكالة AMCI• بينما وقع عليه السيد كريس جيجـــر الممثل المقيم لبرنامج الأمم المتحدة الانمائي باسم برنامج متطوعي الأمم المتحدة •

وسوف يتعزز التوظيف في المنطقة أيضا بتعيين ضابط للتوظيف/ الاستعلام لبرنامج متطوعي الأمم المتحدة مقره القاهرة اعتبارا من يناير/كانون الثاني١٩٩٠• وهذا الضابط هو السيدة فيزنا تسوفيروفيتش وهي اقتصادية يوغوسلافية وصحافية ومترجمة فورية في العربية ، وستركز اهتمامها في البداية على توسيع توظيف متطوعي الأمم المتحدة في الجزائر والعـــراق والصومال وسورية •

UNV AT A GLANCE

Is drilling boring?! It seems to be anything but for UNV U Thein Win from Myanmar, serving as a mechanical engineer with the Public Drilling Corporation of the People's Democratic Republic of Yemen. He has lectured in well-drilling technology and helped evaluate equipment purchase biddings, as well as undertaking maintenance and inspection visits to workshops and drilling sites, including in remote and desert areas.
Here he seems to be ..... well, on top of things!

The UNDP Regional Representative in Malaysia, Mr. Carl Wiberg, and UNV Consultant, Mr. David Drucker, on a field visit to a DDS supported project financed by the Trickle-Up-Programme



Visit to Attan Nursery, Yemen Arab Republic, by UNV Programme Officers, Tamba M. Amara, from Sierra Leone, third from left, and Lena Korvenmaa, from Finland, second from left, to monitor activities oof UNV Nursery Horticulturist, Margani Mohammed, from Somalia, fourth from left.

A High Intensive Language Training organised by Peace Corps was held from 11 to 16 September 1989 at Foriluga Village, Savaii Islands, Samoa, in which five newly arrived UNV specialists participated. They were: Belinda F. Aristoza, an anaesthetist from the Philippines, Milton Mokah, an education specialist from Kenya, Nwe Aung Zone, a medical practitioner from Burma, Youni Vaalandzeri and Kojo Wood, both education specialists from Ghana. All participants had the opportunity to learn a great deal about local language and culture. At least that's their story! In the photograph, Milton Mokah, kneeling, is getting the group of trainees ready for a Kenyan war dance!

Couching their words carefully? This shot was taken during a break in the DDS Pacific Review meeting taken in Apia, Western Samoa. From left to right: Meli Baledrokadroka from Fiji, the DDS Regional Specialist who is Apia-based; Mosese Atiola from Tonga, DDS Country Specialist from Suva, Fiji; Mathalena Pese, the Secretary to the Regional DDS Project; Robert Leigh, Chief, Participatory Development Division, UNV HQ; Kolinio Ulakia from Fiji, Country Specialist in the Solomon Islands and Josephine Keelan from New Zealand, Manager of the project.

Bocar Ba, originaire du Sénégal, est arrivé à Gatagara, un centre d'accueil pour handicapés à 100 km de Kigali, au Rwanda, pour initier les artisans locaux à la podo-orthèse. Modéliste de formation, cordonnier et podo-orthésiste, possédant une solide experience en formation professionnelle, il travaille au sein du projet, exécuté par le BIT. Appui technique aux artisans en fabrication de chaussures orthopédique, semelles médicales, orthèses du pied et de la jambe tout en leur assurant une formation théorique dans ce domaine.

THE MIRACLE WORKER OF WESTERN SAMOA

by Sheila Davey

UN volunteer Dr. Kang Ruyi is known as a miracle worker in the government hospital at Apia in Western Samoa where he works. Around 150 people a day turn up to be treated at his acupuncture clinic - many queuing for hours outside in the hot sun.

The Samoan Head of State, the Prime Minister and the Minister of Health are among his patients. The King of Tonga has also asked to be treated by him. But most of his patients are ordinary Samoan people - many of them very poor.

Last year the people of Western Samoa showed their gratitude at a traditional *matai* ceremony by awarding him the title "Fotu-O-Manu" which means "Peacemaker". It was, they said, in recognition of his contribution to medicine in Samoa, his sacrifices, his willingness to serve and his love for the people of Samoa.

Local newspaper photographs of the Chinese acupunturist at the *matai* ceremony show a slightly bewildered looking man wearing a garland and Samoan dress. A UNV official in Geneva who has visited Dr. Kang at his clinic says he is a quiet, self-effacing man who expects no special plaudits for his work. Zhe Yang, UNV Area Officer for the South Pacific Region, says that Dr. Kang denies that he is anything special.

"He simply believes that he has a duty to use his special skill in order to help people. He is very hard working and will work until the last patient leaves. No one is turned away". He works a ten-hour day, five days a week. A year after he began his assignment, the UNV office in Geneva was informed that the Samoan Minister of Health was concerned about his long hours.

"The Minister noted that Dr. Kang works well beyond the normal working hours and expressed concern for his welfare and health, saying that the poor fellow has no time to attend to his personal needs". When he had a motorbike accident one evening after finishing work he was characteristically back at work again the next morning."

Dr. Kang was recruited by UNV while working at a Hospital of Traditional Chinese Medicine in Beijing. At the time he was in charge of the medical treatment, teaching and research programme in the acupuncture ward. He had worked at the hospital for the past eighteen years - apart from a two-year assignment in Libya as part of the Chinese Government bilateral aid programme.

Dr. Kang started work in Western Samoa in December 1987 when he was 41. In China, acupuncture is part of the mainstream medical system. In Samoa it was virtually unknown. During the first four months of his assignment he had a lot of confidence building to do. Not everyone took readily to the idea of having needles stuck into various parts of their anatomy.

"I had to explain the suitability of using acupuncture to patients when they came to my clinic and also tell them not to be afraid about the needles during treatment", he wrote in his first report. "Due to the good results concerning their health problems, more and more people are enthusiastic about this method of treatment."

Dr. Kang treats a wide variety of ailments ranging from minor aches and pains to hypertension, asthma, and peptic ulcers. He even uses acupuncture to induce weight loss. Some of his treatments last for a few weeks, others take several months to take effect. Most of his patients are suffering from general pain - in the back or other joints. In one of his medical reports he records that he treated 438 such cases for up to a month. All of them recovered. During the same period he treated 36 patients suffering from hypertension. After three months of regular treatment 32 of them had recovered. He records that 20 diabetic patients were "much improved" after a similar length of treatment. Out of 35 asthma patients he treated, 10 recovered and the rest were much better. Twenty over-weight patients were "improving" after thee months' regular treatment. Two patients with mental problems had been successfully treated and a further two were improving. Other ailments he was treating at this time included arthritis, allergies, varicose veins and various kinds of muscular paralysis.

Dr. Kang Ruyi

Before long everybody was talking about the UNV doctor with the "miraculous needles." Within a year the number of patients at his clinic had leaped from 40 to 140 a day. His medical supervisor was soon advising him to limit the number of people at his clinic. Some days as many as 180 people waited to see him. When he became so popular the Samoan Government decided to waive the normal doctor's charges so that even the poorest people could have access to acupuncture treatment. Dr. Kang became the only doctor in Samoa whose treatment was free. And - an added bonus to a developing country - no expensive imported drugs were needed.

The UNDP Resident Representative at that time, Edward White, reported that Dr. Kang was the most talked about UNV doctor in Samoa. "Dr. Kang's success is not only due to his professional competence in the art of Chinese acupuncture, but also due to his great motivation and dedication to serve," he wrote in one of reports. "He is indeed a very hard working man." His medical supervisor Dr. Faalii Aloina describes him as a highly effective and competent doctor. "He is an excellent doctor in that his enthusiasm and unflagging devotion to his work instil confidence in patients. Nothing can be said against his performance and his personality."

But not everything about the acupuncture project has been such an unqualified success. One of the key roles assigned to Dr. Kang - as to all UN volunteers - was the training of a national counterpart. This he has failed to do because out of the few local doctors available none could be spared for training. This problem is endemic in Western Samoa, which suffers from a brain drain of key personnel. There is a constant outflow of skilled and experienced people attracted by better job opportunities in New Zealand, Australia and American Samoa.

Western Samoa is a poor country with few natural resources. The main cash crop is coconut. There is only one town - Apia. Most people live in the villages on one of the islands - Savaii and Upolu. Many depend on the foreign currency earnings of relatives who have emigrated.

In June 1989, there were 45 UN volunteer teachers and doctors working in Western Samoa, but a few of the doctors in particular could be teamed with a local counterpart for training. An evaluation report on the UNV projects in Western Samoa written last year by Bhim Mahajan highlights this continuing problem. "The contribution of UNV teachers or UNV doctors to improvement of curricula or organization and management of health services, or in acting as catalysts for other types of institutional strengthening has been minimal, if at all," he wrote. "The UNV acupuncture specialist from the People's Republic of China has introduced a new facility in the General Hospital which has caught the imagination of an increasing number of patients. But the UNV's efforts in training of local doctors has been as illusory as those of his other UNV colleagues." The report concludes, however, that until the problem of emigration is resolved the UN volunteers will remain the most cost-effective and relevant form of aid.

Meanwhile Dr. Kang has just started a second two-year assignment in Western Samoa - largely thanks to the efforts of the Samoan people he has helped. The acupuncturist had left his wife and 8-year old son behind in China. When he decided to leave Samoa after two years in order to be reunited with his family, over a hundred of his "dedicated and thankful patients" signed a petition asking the Chinese Government to help his family to join him.

"We bear evidence to the wonderful humanitarian services provided by the Professor to the sick people of Western Samoa, who gravely need his services, and we can vouch that the Professor has worked miracles for his patients through his acupuncture treatment," they wrote.

Their petition, together with an official request from the Samoan Government, was successful. Dr. Kang's wife has now joined and his son may follow later. For Dr. Kang his satisfaction remains in the work he is doing.

In his final report on his first assignment he wrote, "My specific contribution or accomplishment is the satisfaction that many patients are well and many are on the road to recovery through acupuncture."

Français

Le Docteur Kang Ruyi semble être un prodige. Il travaille à l'Hôpital gouvernemental d'Apia, à Samoa. Tous les jours 150 personnes viennent le voir à sa clinique d'acupuncture, et souvent ils doivent faire une longue queue sous le soleil torride.

Ses patients vont du Premier ministre au Ministre de la santé, en passant par...le Roi de Tonga lui-même.La population locale lui a attribué officiellement le titre de "Fotu-O-Manu" qui signifie le "Faiseur de paix", en hommage à son dévouement.

Ce chinois d'une quarantaine d'années ne cherche pas à se faire remarquer. Au contraire, il renie tous les adjectifs ostentatoires dont on l'affuble. Il est consciencieux et remplit son devoir tous les jours jusqu'à son dernier patient. Dix heures par jour, cinq jours par semaine: le Ministre de la santé s'est même inquiété de le voir travailler tant.

Le Docteur Kang a travaillé à l'Hôpital de médecine chinoise traditionnelle à Beijing pendant 18 années lorsqu'il a été recruté comme VNU en 1987. Il

avait la charge d'un programme de recherche et d'enseignement de traitement médical par l'acupuncture. En Chine, l'acupuncture fait partie d'une tradition médicale séculaire. A Samoa, personne ne connaissait ce moyen de traiter certains maux. Il lui a fallu beaucoup de patience pour implanter cette idée nouvelle dans le mode de vie des samoans. Qui donc là-bas pouvait un jour imaginer leur corps transpercé d'aiguilles?

Le Docteur Kang use de son art pour traiter toutes sortes de maladies, de l'hypertension à l'asthme en passant par les ulcers, sans oublier la perte de poids. La majorité de ses patients souffrent du dos ou de rhumatismes articulaires. Pour donner une idée de sa réussite: sur 36 patients souffrant d'hypertension, 32 ont récupéré. Tout le monde a appris l'existence de ce docteur aux "aiguilles magiques". Son succès fut tel que le Gouvernement samoan lui a demandé d'oublier ses notes de frais afin que les pauvres puissent aussi être soignés par lui: il est le seul docteur à Samoa dont les consultations sont gratuites!

Le Docteur Kang a accepté de renouveler son contrat de VNU pour deux ans encore alors qu'il voulait retourner en Chine où sa femme et sa fils de huit ans l'attendent. Lorsque la population locale a appris qu'il manqait des visas pour que sa famille vienne le rejoindre, ils ont signé une pétition auprès du Gouvernment chinois. Aujourd'hui, le Docteur Kang est heureux: sa femme est avec lui et son fils va bientôt les rejoindre. "Ma seule satisfaction c'est de savoir que les patients que j'ai traités vont bien et que beaucoup sont en passe d'aller mieux, grâce à l'acupuncture.

Español

El Dr. Kang Ruyi es alguien prodigioso. Trabaja en el Hospital Nacional de Apia, en Samoa donde a diario unas 150 personas vienen a verlo a su clínica de acupuntura, y muy a menudo tienen que hacer una cola muy larga bajo un calor sofocante antes de ser atendidos.

Entre sus pacientes figuran desde el Primer Ministro al Ministro de Salud, pasando por.. el mismo Rey de Tonga. La población local le ha otorgado oficialmente el título de "Fotu-O-Manu" que significa el "pacificador" en homenaje a su dedicación hacia los pobres.

Este personaje chino de unos cuarenta años no busca sobresalir. Por el contrario, el reniega de todos los adjetivos ostentables que le han atribuido. Consciente de su deber, el cual cumple a cabalidad todos los días examinando hasta su último paciente, pasa trabajando diez horas diarias, cinco veces por semana, a tal punto que el mismo Ministro de Salud se ha preocupado de verle trabajar tanto.

El Dr. Kang trabajaba en el Hospital de Medicina china tradicional en Pekíng desde hace18 años cuando fue contratado como Voluntario en 1987. Tenía a su cargo un programa de investigación y de enseñanza del tratamiento médico por medio de la acupuntura. En China, la acupuntura forma parte de una tradición médica muy antigua. En Samoa, nadie conocía los métodos para curar ciertas enfermedades. El Dr. Kang ha tenido que ser muy paciente para implantar este nuevo sistema médico en el estilo de vida de los nativos de Samoa. ¿Quién entonces podía imaginar que algún día su cuerpo sería traspasado por agujas?

El Dr. Kang usa su arte para tratar todo tipo de enfermedades, desde la hipertensión al asma, pasando por las úlceras, sin olvidar la pérdida de peso. La mayoría de sus pacientes sufren de la espalda o de reumatismo articular. Para darles una idea de su éxito: de 36 pacientes que sufrían de hipertensión, 32 se han recuperado. Todo el mundo se ha enterado de la existencia del doctor de las "agujas mágicas". Su suceso ha sido tal que el Gobierno de Samoa le ha pedido olvidar sus honorarios para que los pobres acudan a ser tratados por él: es el único doctor a dar consultas gratuitas.

El Dr. Kang ha aceptado a que le renueven su contrato de VNU por dos años más mientras que deseaba regresar a la China donde su esposa y su hija de 8 años le esperan. Cuando la población local se enteró que no podía obtener las visas para que su familia se reúna con él, firmaron una petición al Gobierno chino. Actualmente, el Dr. Kang es feliz: su mujer y sus hijos vendrán pronto a reunirse con él. "Mi única satisfacción es saber que los pacientes a quienes he tratado han mejorado y que muchos otros están por sanarse, gracias a la acupuntura".

...NEWS FLASH...

Due to the increase in numbers of serving volunteers, it has been decided to forward UNVNews and other publications for UNVs via the respective Programme Officers. In duty stations where POs are are not assigned, the publications will be addressed to the UNDP Resident Representative. Programme Officers have been informed of this decision (during their training session at HQ) and kindly have agreed to help. This will avoid headquarters mailing these publications on a individual basis (saving money....) and having to update addresses on the mailing list every month (saving time...). Your cooperation will be greatly appreciated.

De la forêt équatoriale à la savane soudanaise

par Pasteur Nkihabahizi
VNU agronome
Samanko, Mali

Après avoir servi durant deux années comme VNU au Congo, dans la Province de la Lékoumou, j'ai quitté ce pays en octobre 1987 vivement imprégné d'une expérience agricole de zone forestière. Quelques mois plus tard, en juin 1988, on m'a proposé un poste de VNU au Mali. Venant du Burundi, région à cheval entre l'Afrique centrale et l'Afrique de l'est, je rêvais de diversifier l'expérience agricole en Afrique de l'ouest. J'ai tout de suite accepté et je rejoignais ma nouvelle affectation en janvier 1989.

Je suis chargé de suivre les multiplications de semences sélectionnées des cultures sèches en zone soudanaise, l'une des mieux arrosées au Mali. Je connaissais bien ce domaine puisque c'était le coeur de ma mission précédente au Congo. Contrairement au sud du Congo, j'ai été impressionné par la grande étendue des exploitations agricoles et les facilités dont dispose le paysan malien pour la mise en valeur de sa terre.

Dans l'exemple du Congo, l'exploitation agricole en zone forestière est liée plutôt à l'énergie biologique humaine. L'instrument de labour et de soins culturaux le plus courant est la "daba", ou houe traditionnelle. Eu égard à ces faibles moyens, il est rare de voir un paysan réaliser plus d'un hectare de cultures vivrières. La disponibilité de la terre n'est pas un facteur limitant dans le sud du Congo comme par ailleurs dans tout le reste du pays. Mais la faible motivation du paysan, dûe à l'environnement forestier, vient alourdir les difficultés de production. La forêt, un des atouts naturels de l'Afrique équatoriale, pourvoit largement, en plus de son gibier abondant, ses tubercules et ses fruits sauvages à la population. Ce qui freine naturellement la motivation à production. Aussi il n'est pas rare de voir un mouvement de transhumance en forêt là où le gibier abonde. De ce fait, l'agronome a du mal a faire passer le message car le paysan est à la fois agriculteur et chasseur.

Le Chef de projet, Guy Grondin (2e à gauche) discute sur la fertilisation d'un champ de coton en compagnie de Pasteur Nkikabahizi (à droite). L'arrière effet de la fumure de fond reçue sera bénéfique pour les multiplications de semences séléctionnées en rotation avec cette culture cotonnière.

Quant au Mali, l'exploitation agricole est d'un autre contexte. La nature y est peu généreuse. Si ce ne sont pas des pluies excédentaires, ce sont des périodes de sécheresse excessive. A cela s'ajoute fréquemment l'invasion des sauterelles, fléau important en Afrique de l'ouest. Le paysan malien mène constamment une lutte aux aléas et méfaits de la nature avec l'espoir d'en sortir vainqueur.

Ici la traction animale, cette forme biologique salutaire d'exploitation de la terre se substitue le plus souvent à l'énergie humaine. Elle permet de mettre en place et d'entretenir plusieurs hectares de mil, de sorgho ou de maïs dans des temps relativement courts.

L'entretien des cultures bénéficie également du développement de la forge dans cette région. Ce métier, longtemps perfectionné est d'une utilité manifeste pour l'agriculture malienne. Grâce à ce métier, les houes, les charrues, les herses, les multiculteurs sans oublier les semoirs sont à la disposition du paysan malien. Avec la culture attelée, des exploitations agricoles allant jusqu'à 10 hectares par paysan ont été recensées.Par ailleurs, l'organisation du monde rural en associations villageoises bien structurées a beaucoup contribué au transfert du message aux paysans encadrés, allégeant ainsi la tâche de l'agronome.

L'un des objectifs du projet MLI/86/005 de la FAO au sein duquel je travaille est de spécialiser les paysans en production de semences sélectionnées des cultures sèches. Ces semences

certifiées de mil, sorgho, maïs et de niébé seront diffusées auprès des paysans de grande culture. Dans cette activité d'encadrement le projet s'appuie sur les structures en place que sont les Opérations de développement rural (ODR). Ces ODR disposent d'agents formés avec lesquels nous collaborons étroitement sur le terrain. Les résultats de cette phase initiale semblent prometteurs.

Donc, il y a lieu de croire que le pari de relancer l'agriculture malienne par l'utilisation notamment des semences sélectionnées de haute qualité pourra se concrétiser. Cependant, étant donné la fréquence des aléas climatiques et l'amplede la profusion des dépradateurs des cultures en champ, il faudrait que le ciel sourit et que la nature se montre moins surprenante.

English

When a UNV posting in Mali was put to me after I had served two years in the province of Lékoumou in Congo in a similar capacity, I was longing to extend in the new duty station the experience I had previously gained. My responsibility was to follow up the propagation of selected seeds in dry zones in one of the better irrigated regions of Mali.

In contrast to Congo, where motivation to cultivate the forest land was weak as the population tended to be more hunters than cultivators, the people in Mali made maximum use of the land where extreme dry and rainy conditions were the norm, to cultivate acres of wheat, soya and corn in a relatively short period. All this achieved in spite of the constant invasion of locusts, which happens to be a frequent plague in West Africa.

This conservation of agricultural land has also been a help in the development of blacksmithing in the region, which the Malians so much depend upon for all their agricultural tools.

One of the main objectives of the project I am involved with - MLI/86/005, is to train the farmers to produce high quality dry cultivation selected seeds to be distributed to large scale farmers. The results of the initial phase of this exercise based on Rural Development Operations (RDO), where we work with trained personnel on the ground, seem encouraging.

Español

Cuando se me propueso un puesto como VNU en Mali, después de haber trabajado durante dos años en la provincia de Lékoumou en el Congo en un puesto similar, deseaba extender mi profunda experiencia adquirida en mi antigua asignación en el oeste africano.

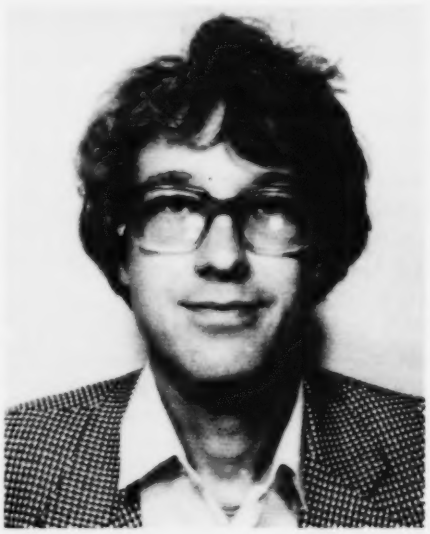
Al contrario del sur del Congo, yo estaba impresionado por la gran extensión de las tierras cultivables y las facilidades con las que dispone el agricultor de Mali para aprovechar su tierra. En el Congo, el campesino no está muy motivado a cultivar su tierra ya que la foresta provee de manera suficiente a la población con tubérculos, frutos salvajes y una caza abundante. En cuanto a Malí, la explotación agrícola es de otro contexto. La naturaleza no es muy generosa, si no se trata de lluvias torrenciales, son períodos de sequía excesiva. A esto hay que agregar las constantes invasiones de insectos, pero el campesino lucha constantemente con las condiciones climatológicas adversas y los perjuicios de la naturaleza con la esperanza de salir vencedor. La tracción animal, este sistema biológico saludable para la explotación de la tierra substituye la mayoría de las veces la energía humana. Este permite trabajar muchas hectáreas de trigo, soya y maíz en un período relativamente corto. El mantenimiento de terrenos agrícolas también ayuda a desarrollar las herrerías de la región, en las que el campesino maliense depende enormemente para sus útiles de labranza. Uno de los principales objetivos del proyecto en el cual trabajo, MLI/86/005 es de instruir a los campesinos en la producción de semillas seleccionadas de cultivos secos para después distribuirlas a los agricultores de gran escala. Los resultados de esta fase inicial llamada Operación de Desarrollo Rural (ODR) parece ser muy prometedor. Se prevé que el relanzamiento de la agricultura maliense a través del uso de semillas seleccionadas de alta calidad podrá concretizarse. Esperando, en vista del tiempo imprevisible y los predatores de cultivos, que el cielo sonría y que la naturaleza traiga menos sorpresas!

Un agriculteur malien montre aux VNU Nkikabahizi (à droite) un épi de sorgho CSM388. La parcelle qu'il cultive est fertilisée avec le phosphate de Tilemsi plus un complément d'urée.

by Augustus J. Ashdown
UNV Physical Planner
from the United Kingdom

An Environment for Future Generations

"Gus" Ashdown served in Tanzania with the Capital Development Authority from 1984 - 1985. Since then he has worked as a Voluntary Service Overseas co-sponsored U.N.V. with the Government of St. Lucia, West Indies, preparing a master plan for the capital, Castries. He is working on a national physical development strategy for the island, due to be completed this year. In this report which elaborates on an article in UNVNews no. 47, he describes the conflicts that arise between development and the conservation of the environment in the field of urban planning, and how attempts are made to resolve them.



Saint Lucia, otherwise known as "the Helen of the West", is a small volcanic island of 616 square kilometres situated at the centre of the Lesser Antilles archipelago in the Eastern Caribbean. It is no wonder that the British and the French fought 14 times for control over the island, since its natural beauty is renowned the world over and, indeed, has provided the backdrop for a number of films, including Dr. Doolittle, Water and Superman II. It possesses spectacular "pitons" or mountains, dense tropical rain forests and a delightful coastline, as well as a rich culture and history, and has been called without exaggeration an earthly paradise. As such, it has become one of the most popular tourist destinations in the Caribbean, providing foreign exchange as well as much needed jobs.

The most important sector of the economy is not tourism, but rather agriculture. St. Lucia, along with several neighbouring Windward Islands, benefits from a preferential trade agreement with the U.K. in the export of bananas. This most perfect of fruits has recently overtaken oranges as Britain's most favourite after apples. The ready cash provided by this "green gold" has sparked off an economic boom, resulting in a massive physical development in housing, commerce and industry, as well as tourism.

At the same time, St. Lucia is experiencing unprecedented growth in its population. The growth rate at over 2.1 % per annum, is one of the highest in the Eastern Caribbean. While just over 100,000 lived in the island in 1970, this reached 120,000 by 1980, and by 1990 it will have exceeded 140,000. Estimates for the year 2000 put the figure as high as 170,000. Meanwhile Castries, the capital, continues to grow at an even faster rate, and will accommodate 50% of the population within the next year or so, as the 1990 census will show.

This rapid population growth and the buoyant economy have had serious implications for the island's environment. St. Lucia has been losing 1% of its primary forests per annum, so that while 20 years ago over 60% of the island was forested, only 40% now remains. As the forests have been cleared for bananas, so soil erosion has occurred, while rivers have dried up as a result of reduced vegetation cover. On the coast, coral reefs have been affected by increased sedimentation in shore waters, while beaches have been degraded through sand extraction for construction. Some wild life species have been lost, while others have only survived because of earnest conservation programmes, notably St. Lucia's Parrot, Amazona Versicolor, the national bird.

Simultaneous with the encroachment of agriculture upon the forests has been the spread of urban development into areas traditionally used for farming. The island's best cultivable land is concentrated in a handful of broad flat-bottomed valleys, several of which lie close to Castries. Settlement is concentrated in and around these valleys, and as the capital expands, increasing pressures are being exerted on these prime farmlands from housing, industry and other urban land uses.

The rapid growth of the capital and its surroundings has resulted in the city experiencing many of the problems of urbanization, including traffic congestion, overstretched infrastructure, pollution and squatter settlements. While the economy has shown impressive growth, it has not been able to keep pace with the increase in population, and haphazard developments are occurring as unemployed workers migrate to the capital from other towns and rural areas in search of jobs. With the squatter settlements come increased problems such as diseases of insanitation arising from the unsatisfactory

living conditions, while crime is also on the increase, doubtless aggravated by the growing use of drugs, since the Eastern Caribbean serves as a transit point between Latin America and the United States and Europe.

The Government of St. Lucia is acutely aware of the dichotomy that exists between economic development and environmental conservation. The two aims of development and conservation are mutually exclusive, and a compromise has to be reached between beauty and dollars. Development cannot be allowed to proceed to the point where beaches become so polluted that they affect tourism, or where settlements occupy the best farmland, or where water catchment areas run dry. At the same time, economic aspirations and the social realities of a fast-growing population mean that the environment cannot be preserved as a pristine nature reserve.

It was towards this end that in 1986, four other UNVs, a Ghanaian, a Bangladeshi, a Yugoslav and a Pakistani, and myself were asked to prepare a National Physical Development Strategy for St. Lucia. Each volunteer was allocated a portion of the island, and plans were prepared for each region. Much of the work had been accomplished by 1988 and two of us have been retained to complete the task.

The basic aim has been to conserve those elements of the environment essential to maintain the island's ecosystem, including forest reserves, water catchments, rivers, hilltops, steep slopes, the coastline reefs, wetlands and mangroves, as well as important wildlife habitats. These Natural Environmental Areas will be subject to strict conservation measures, but even outside these areas, proposals have been formulated to prevent environmental degradation and pollution in order to conserve the island's ecosystem.

Elsewhere zoning is being introduced to ensure that physical development occurs in as rational a way as possible, to facilitate continuity of land uses. Agricultural land has been protected, while at the same time permitting the development of rural settlement. In urban areas, zones have been designated for industry, tourism, commerce, social and community services, recreation, transport and infrastructure, as well as housing, which is by far the largest user of land in towns and cities. Proposals have also been made for the rehabilitation of squatter settlements and provision has been made in the plans for lower income housing.

In short, the Physical Development Strategy provides a broad framework to guide physical development into the 21st century over the whole island. The plans are at present being considered by the Government prior to presentation to the Cabinet. Approved and implemented, they will go a long way towards protecting St. Lucia's environment for future generations, while allowing its citizens to attain their economic and social goals. And, while the "Helen of the West" may not remain an unspoilt paradise in the years to come, it will be a land to cherish for St. Lucians and for the visitors who come in ever-increasing numbers to marvel at its breathtaking beauty.

Français

Sainte Lucie est une petite île volcanique située dans les Caraïbes près des Antilles. A cause de sa beauté naturelle les Anglais et les Français se la sont disputés 14 fois. Ses "pitons" ou montagnes spectaculaires, ses forêts tropicales et ses côtes ainsi que sa culture et son histoire lui ont donné des allures de paradis sur terre. Les touristes y sont nombreux.

Pourtant le secteur économique le plus important est l'agriculture. Pays exportateur de bananes vers l'Angleterre, l'argent de cet "or vert" a permis à l'économie locale de prospérer; en conséquence, l'habitat, le commerce, l'industrie et le tourisme se sont vite développés. Sainte Lucie connaît aussi une augmentation de sa population sans précédent. Ces facteurs entraînent naturellement de sérieux risques pour l'environnement: par exemple, les forêts disparaissent peu à peu pour laisser place aux plantations de bananes, d'où une érosion du sol fatale tandis que les rivières s'assèchent à cause d'une réduction de la végétation. Sans oublier la faune dont certaines espèces sont à jamais perdues alors que d'autres survivent tant bien que mal grâce aux programmes de conservation lancés à la dernière minute.

Le développement urbain est aussi un risque grandissant pour la nature. Les paysans perdent le goût de cultiver. Les industries se multiplient. La ville avance, les voitures sont de plus en plus nombreuses entraînant embouteillages et pollution. L'économie a progressé certes, mais la population augmentant sans cesse, le chômage est alors apparu. La population se concentre dans des bidonvilles autour de la capitale, vivant dans des conditions sanitaires déplorables, où la criminalité augmente où la drogue s'infiltre de plus en plus.

Le Gouvernement de Sainte Lucie est conscient de tous ces problèmes. Fin 1986, cinq VNU ont été affectés à Sainte Lucie pour préparer une Stratégie nationale de développement des infrastructures. Chacun des VNU était responsable d'une région de l'île. Deux VNU, dont Gus Ashdown, originaire de Royaume Uni, continuent de dresser les derniers plans stratégiques. Le but de cette entreprise est de conserver l'environnement écologique de l'île. Des mesures strictes ont été entamées afin que la terre agricole soit protégée, que certaines zones soient destinées uniquement à l'industrie, au tourisme, au commerce, etc. Un projet

d'habitation à loyer modéré a été proposé afin de réduire le nombre des sans abris. En bref, la Stratégie nationale de développement des infrastructures permettra à longue échéance un meilleur futur pour les générations à venir.

Español

Santa Lucía es una pequeña isla volcánica situada en el Caribe, cerca de las Anti-llas. Por ser una isla llena de bellezas naturales, los ingleses y franceses se la han disputado durante 14 años. Sus "picos" o montañas espectaculares, sus forestas tropicales y sus costas, así como su cultura y su historia la han transformado en un paraíso terrenal, al cual los turistas acuden por montones.

Sin embargo, el sector económico más importante es el de la agricultura. País exportador de bananas a Inglaterra, el dinero de este "oro verde" ha permitido a la economía local ser muy próspera, lo que ha ocasionado que el hábitat, el comercio, la industria y el turismo se hayan desarrollo de manera vertiginosa. Santa Lucía conoce también una aumentación de su población sin precedentes. Estos factores naturalmente traen consigo riesgos muy serios para el desarrollo: por ejemplo, las forestas desaparecen poco a poco para dar lugar a las plantaciones de banano, originando una erosión del terreno mientras que los ríos se van secando debido a una reducción de la vegetación. Sin olvidar que ciertas especies de l fauna van desapareciendo para siempre mientras que otras logran sobrevivir, bien que mal, gracias a los programas de conservación que han sido lanzados a última hora.

El desarrollo urbano es también un enorme riesgo para la naturaleza. Los campesinos van perdiendo el gusto del cultivo. Las industrias se multiplican. La ciudad avanza, el tráfico es más y más numeroso ocasionando continuos embotellamientos y mucha polución. La economía ha hecho progresos, desde luego, pero la población que aumenta sin cesar va dando lugar al desempleo. Los habitantes se concentran en los suburbios alrededor de la capital, viviendo en condiciones sanitarias deplorables, donde el crimen está al acecho de todos, y donde la droga se infiltra en la clase más desamparada. El Gobierno de Sta. Lucía está consciente de todos estos problemas. Al final de 1986, cinco VNUs fueron asignados a Sta. Lucía para preparar una estrategia nacional de desarrollo físico. Cada uno de estos voluntarios es responsable de una región de la isla. Hay dos VNUs, uno de los cuales es Gus Ashdown (Reino Unido), que continúan trazando los últimos planes estratégicos. La meta de este proyecto consiste en conservar el medio ambiente ecológico de la isla. Medidas estrictas se han llevado a cabo para que la tierra cultivable sea protegida, para que ciertas zonas sean únicamente destinadas a la industria, al turismo, al comercio, etc. Otro proyecto de alojamiento de alquiler moderado ha sido propuesto para reducir el número de personas sin albergue. Resumiendo, la Estrategia nacional de desarrollo físico permitirá a largo plazo mejores oportunidades para las futuras generaciones.

...NEWS FLASH...

President Fidel Castro of Cuba has pledged a significant increase in the number of Cubans serving as UN Volunteers. With UNV's Executive Co-ordinator, Dr. Brenda Gael McSweeney and Programme Operations Division Chief Miguel Bermeo-Estrella, the President discussed in detail and at length needs to which Cuban personnel might be relevant. He also invited UNV to assign some UN Volunteer-specialists to Cuba itself. The occasion for the meeting was a function hosted by UNDP's Resident Representative in Havana, Joachim von Braunmühl, in the course of a December visit to Cuba by the Executive Co-ordinator.
Nine Cubans are already UN Volunteers, and agreement was reached to increase Cuban candidatures on UNV's roster to 100, with emphasis on computing, statistics, demography and hydrology. In the immediate term it is proposed that some Cuban doctors stand by to meet needs in such countries as Guinea Bissau and Burkina Faso.

President Castro, Dr. Brenda McSweeney and colleagues confer in Havana.

Participatory Development Programme Evaluated In Africa and Asia

At the request of UNDP headquarters, independent evaluations of the UNV-executed regional Participatory Development Programme or "Domestic Development Services (DDS)" projects in Africa and Asia were undertaken in the last three months of 1989. The reports of both missions are now available.

The Africa Project, RAF/86/061, became operational in 1987 and is currently working in 16 countries with a team of 100 DDS Field Workers and a dozen UNV DDS Specialists, in addition to the Project Manager and a Programme Adviser. The evaluation was carried out by UNDP Consultants, Ms. Martha Bulengo from Tanzania and Mr. David Drucker of the United Kingdom, through visits to three participating countries - Benin, Zambia and the host country Zimbabwe. The mission concluded that the project had with limited resources developed working relationships in an impressive variety of situations and structures , and that a period of consolidation was now required. The mission report cited an extended list of recommendations which, taken together, should go a long way to further strengthening the management and operation of the project and enhancing the quality of its intervention at the grassroots level. It also confirmed the need to place the project on a long term programme basis, on the grounds that the nature of the work is profound and cannot be fully and significantly realized in a three-or five-year time frame. The recent US$ 1.1 million contribution from the Federal Republic of Germany and UNDP's approval of an additional US$ 1 million will assure the project's continuation to December 1991, the end of the fourth programming cycle.

Sitting from left to right: Mr. David Drucker, Mr. Y.Y. Kim, and UNV Programme Officer, Colleen Flynn, from U.S.A.; and Mr. Khan, UNV DDS Field Worker, standing on the left.

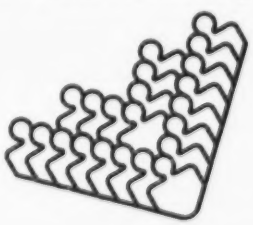
The Asia project RAS/86/074, also operational in 1987, covers ten countries in the region and has a staff of several UNV DDS Specialists and a Project Manager coordinating and backstopping the work of close to 100 DDS Field Workers. The evaluation was headed by Y.Y. Kim of South Korea and Mr. David Drucker and visited Bangladesh, India, Nepal, Indonesia as well as the host country, Malaysia. The mission, in its meetings with a broad range of Government officials, leaders and workers of domestic development service organizations, UN agency and UNDP officials and others, found unanimous support of the project's concept and success rate of the DDS Field Workers and highlighted their creative and dedicated service under most difficult living and working conditions. The report states that the mission "was struck by the extent to which many [DDS Field Workers] have contributed, in a short space of time, to improving living standards of the rural people through their tenacious work. What should be appreciated, in particular, was the fact that they have shown the rural people, long downtrodden and uncared for, that with some initial help they can do better, if they are united and determined to do so". As in the case of the Africa evaluation, the Asia mission has submitted an extensive list of recommendations which can be expected to assist the project's development in the coming years.

INTERNATIONAL VOLUNTEER DAY

International Volunteer Day was celebrated this year again throughout the world.

UNV will publish IVDNews this summer, giving an account of activities which were carried out on 5 December 1989 to mark the Day. Moreover, "IVD in the Headlines" — a UNV publication which is a compilation of press clippings — will also carry news of the major IVD events in 1989. So look for them in your UNDP office by August!

President of the Philippines, Corazon C. Aquino, is pictured here (right) during the volunteers' courtesy call on the occasion of International Volunteer Day (IVD). The occasion afforded the President the opportunity to express the country's great appreciation for the assistance that local and foreign development workers have extended toward the promotion and enhancement of national and global development efforts. Sitting fourth from left is Ms. Virginia P. Davide, Director of the Philippine National Volunteer Service Coordinating Agency (PNVSCA).



A CREDO FOR VOLUNTEERS

Edwin S. Arco, from the Philippines, is an International Voluntary Services (IVS) Health Trainer in Bangladesh. A former UNV DDS Field Worker in Sri Lanka, he paid tribute to his volunteer colleagues on International Volunteer Day 1989: "We have different stories to tell", he says, "but we have one line to say and that is 'I am a volunteer' ". For him, volunteerism is a spirit, a conscience. To all the volunteers around the world, UNV is happy to convey his tribute:

Let them pollute the earth,
we'll cleanse it.
Let them break a hundred
bridges, we'll build thou-
sands.
Let them abandon the sick,
we'll come to heal.
Let them propagate igno-
rance, we'll bring knowl-
edge.
Let them make war, we'll
forge peace.
Let them destroy the body,
we'll nurture the spirit.
From distant places, from
there and here
All of us have come to
volunteer.

...WHO'S WHO AT HQ...WHO'S WHO AT HQ...WHO'S WHO AT HQ...

Born in Colombo, Sri Lanka, **Kanni Wignaraja** left her country to pursue higher studies in the USA. She holds a degree in Economics and Psychology from Bryn Mawr College, followed by postgraduate work at the Woodrow Wilson School, Princeton University, in Development Economics.

Kanni first joined CARE to study their food aid programme in Mozambique. Then she was assigned to the Ford Foundation in New York to work on their Developing Country Programme prior to a three month introduction to UNDP, working in the field office in Colombo. She was recruited by UNDP in May 1989 to join the Management Training Programme, including a brief stint (on-the-job training) with the Bureau for Special Activities (BSA). She is now on her first assignment with UNV as a member of the Programme Policy Development and Evaluation Division.

An avid sportswoman, Kanni will play any game, preferably outdoors. She captained University teams in field hockey and badminton. But, she has yet to perfect the art of skiing!

Hitomi Oikawa is beginning the 90s with UNV as Associate Project Officer for Afghanistan and Pakistan in the Programme Operations Division. She is responsible for the Operation Salam UNV project which is sending UNV specialists to Afghanistan/Pakistan for emergency relief and long-term rehabilitation of Afghanistan.

Before joining UNV headquarters on 2 January 1990, Hitomi was a Junior Professional Officer with UNDP in Kathmandu, Nepal from 1986-1989. She has done a lot of hiking and trekking as an undergraduate student in Japan and in Nepal, and looks forward to walking all over the Swiss Alps!

Joining us recently is **Kevin Gilroy** who was appointed Administrative Officer in January 1990. Coming straight from the field, Kevin served the past four years as UNV Programme Specialist in charge of the UNV DDS programme in Sri Lanka.

Earlier he served two years in southeastern Liberia as a Peace Corps Volunteer attached to UNDP's Self-Help Village Development Programme. No stranger to UNV and grassroots development, he has also undertaken a number of consultancies for UNV and most recently with UNDP, where he conducted the necessary groundwork in respect to the proposed UNDP Microfund.

A graduate in International Studies, Kevin hails from Portland, Oregon, USA. Outside his commitment to international volunteerism, he is an amateur landscape architect and friend of the outdoors.

Ikuko Takagi, from Japan, joined the Programme Operations Division as an Area Officer in October 1989. In the Africa Section, she is looking after the Portuguese and Spanish speaking countries in Africa.

A graduate from Stanford University, USA, with a MA Degree in International Development Education, Ikuko had served as a Junior Professional Officer at UNDP Mozambique from 1987 to 1989. In September 1989 she was the "star of the show" in a Japanese documentary for television focusing on Junior Professional Officers' activities in Mozambique in order to encourage the participation of Japanese nationals in the UN system. A promotional tool for development, the film was shown all over Japan.

Romesh Muttukumaru is a national of Sri Lanka. He joined UNDP as Accountant in Division of Finance (DOF) after six years in the US private sector as a Certified Public Accountant. His work covered clients in the following sectors: investment, insurance, manufacturing, health care, educational institutions and government.

Holding a Masters Degree in Ac-

counting/Finance from Maryland University, Romesh was appointed to the Field Accounts Section in DOF as an Accounting Manager in 1986, and in 1988 he became Chief, Field Accounts/DOF, where he has been instrumental in improving the overall financial operations of field offices by conducting formal training programmes for international and local staff, and by introducing an automated accounting system to the field.

Romesh joined UNV in January 1990 as Chief, Programme Support Division.

FROM THE "UNV COLUMN"

The past four weeks have been a number of "firsts" for the UN Volunteers programme:

UNV's first ever ***blind*** *volunteer-specialist is a* ***Sudanese****, Mohamed Gaffer El Sadiq. He has just taken up his assignment as a teacher of the blind in an International Labour Organization/Ministry of Labour and Social Affairs project in support of Vocational Training Centres in the* ***United Arab Emirates****. Previously a telephone operator with the Ministry of Telecommunications in Khartoum, he took an Arts degree in Morocco. Aside from Arabic language, Islamic Education and Science, he will teach Braille, movement techniques and other special skills to the blind in Dubai.*

****

Chile *has received its first UNV - in the shape of a marine biologist asked to help the Patagonia Institute of the University of Magellanas develop cultivation of the Southern scallop. He is Hiroyuki Matsumoto and his assignment is co-sponsored by the* ***Japanese*** *Overseas Co-operation Volunteers. He previously served with JOCV for three years in Zambia, researching the fish resources of Lake Kariba and conducting fishing gear trials.*

****

UNITED NATIONS VOLUNTEERS
VOLONTAIRES DES NATIONS UNIES
VOLUNTARIOS DE LAS NACIONES UNIDAS
Palais des Nations • 1211 Geneva 10–Switzerland

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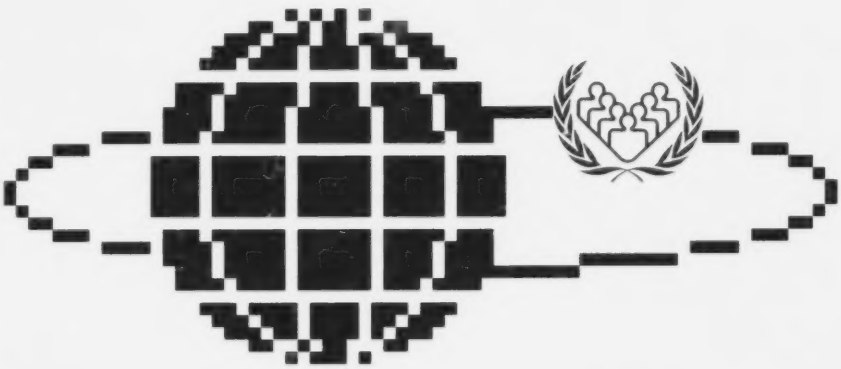
if you are a
forester, engineer, farmer, agronomist,
teacher, mechanic, builder, architect, doctor, nurse,
librarian, economist, statistician, sociologist, soil-scientist, cooperative specialist, social anthropologist, health-care worker, telecommunications specialist, agrometereologist, development planner, heating / water / electrical engineer, workshop manager ...

GIVE SOME TIME OF YOUR LIFE...



...AND MAKE FOR A DIFFERENT WORLD!

JOIN UNV !

The United Nations Volunteers (UNV):

Created in 1970, UNV is the only truly international volunteer-specialist sending agency in the world — it has sent nearly 6000 technically skilled men and women of nearly one hundred nationalities to over one hundred countries worldwide.

To apply, candidates should :

- have at least 2 years of experience in their area of competence
- be proficient in English, French or Spanish
- have an advanced university or technical degree

Each volunteer-specialist is provided with a monthly living allowance, housing, settling-in grant, health and life insurance and travel to and from the country of assignment. The duration of assignment is normally 2 years.

For further information and to apply send your Curriculum Vitae to:

The Executive Co-ordinator,
United Nations Volunteers,
Palais des Nations, 1211 Geneva 10, Switzerland

***Photo couverture**: Après avoir déclaré ouverte la foire PME/PMI à Bangui, le Président de la République Centrafricaine, S.E. André Kolingba, parle à un cordonnier*

UNV

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EDITORIAL

WHY NOT A WOMAN?

Two main articles and some other features in this issue of UNVNews try to assess UNV against the criterion of "Women in Development". Of course there are positive aspects we can point to — projects executed for UNIFEM; the level of participation of women in the Domestic Development Services projects in particular; outstanding performances by a number of the 335 women UNV Specialists now serving; the fact that UNV's Executive Co-ordinator is among the few women in top management in the UNDP family and that 30 % of the professional staff at her side are women.

In other respects, however, there are shortcomings. Yes, there are outstanding performances — but how many more there would be if women counted for more than a dismal 18% of the total. Yes, there is a handful of women in senior management positions, but they are well outnumbered by men. UNV seems to be all too clear a reflection of our societies — of the industrialised who have failed to ensure women's participation in management, and of so many developing countries also which have not yet succeeded in ensuring a fair share of educational and working opportunity for women.

Enhancing women's participation in its aid for the development process — and within the organisation itself — are top priorities of the present administration of UNDP. That policy by definition enjoins UNV also. But, someone might ask, since there are so many different ways in which UNV can and should strengthen its operation — while it also expands to meet the crucial requirements of Governments — what priority can we really hope to give to the advancement of women? The answer surely is that, by contrast with other desirable improvements, and even aside from the fact that women are best placed to help remedy the needs of women and children in the Third World, this one has to do with a human right enshrined in the Universal Declaration. It is thus imperative.

A useful first step might be for every serving UNV and every staff member to undertake to bring ***one*** *talented woman on to the UNV Roster by December 31st: that would radically alter the balance of* ***available*** *candidatures. However, as Sheila Davey's article underlines, it would only become really effective if everybody associated with the programme — host countries included — also seeks to create one additional vital assignment that is then actually filled by a woman.*

What ideas and actions can you contribute to resolving this issue?

EDITORIAL

POURQUOI PAS UNE FEMME?

Deux articles de fond ainsi que quelques autres dans ce numéro tentent d'évaluer le programme VNU face au critère à la mode "les femmes dans le développement". Bien sûr il y a des aspects positifs que nous pouvons citer: les projets exécutés pour l'UNIFEM, le niveau de participation des femmes dans les projets de participation populaire en particulier, les réalisations remarquables parmi les 335 femmes Spécialistes VNU actuellement en poste, le fait que le Coordonnateur exécutif du programme des VNU fait partie des trois ou quatre femmes nommées à des postes de hauts fonctionnaires dans le système du PNUD et que 30% du personnel professionnel à ses côtés sont des femmes.

Cependant à d'autres égards, il y a des défauts. C'est vrai, on note des réalisations remarquables, mais il pourrait y en avoir davantage si des femmes représentaient plus qu'un maigre 18% du nombre total des volontaires en poste. C'est vrai, il y a une poignée de femmes occupant des postes haut placés, mais leur nombre est largement dépassé par celui des hommes. Le programme des VNU semble être le reflet de nos sociétés — celui des pays industrialisés qui ont échoué dans leur tentative d'assurer la participation des femmes à la gestion, et celui des pays en développement qui n'ont pas encore réussi à garantir des possibilités d'enseignement et de travail égales pour les femmes.

L'administration actuelle du PNUD insiste sur la mise en valeur de la participation des femmes au processus du développement. Par définition

le programme des VNU doit respecter cette politique. Mais, quelqu'un peut poser la question suivante — puisqu'il y tant de manières différentes permettant au programme des VNU de valoriser ses opérations alors qu'il augmente en nombre pour répondre aux besoins cruciaux des gouvernements— quelles priorités espère-t-on donner à l'amélioration de la situation des femmes? La réponse la plus évidente est que, par contraste avec d'autres améliorations souhaitables, et malgré le fait que les femmes soient les mieux placées pour remédier aux exigences des femmes et des enfants dans le tiers-monde, cette fois nous avons à faire à un droit humain universellement reconnu. Il est donc impératif de s'y intéresser.

Un premier pas utile serait que chaque Spécialiste VNU et chaque membre du personnel se chargent de trouver ***une*** *femme pleine de talent qui viendrait s'ajouter au fichier des candidats VNU d'ici le 31 décembre: cela changerait radicalement l'équilibre des candidatures* ***disponibles****. Cependant, ainsi que le souligne l'article de Sheila Davey, ce serait encore plus efficace si tous ceux qui sont associés au programme — dont les pays hôtes — cherchaient à créer un poste supplémentaire qui soit vraiment pourvu par une femme.*

Pour résoudre cette question, quelles idées et actions envisagez-vous?

EDITORIAL

POR QUE NO UNA MUJER?

Dos de los principales artículos en la presente edición tratan de evaluar el Programa VNU frente al criterio de las mujeres en las actividades del desarrollo. Existen, por supuesto, ciertos aspectos positivos que podemos citar como son los proyectos ejectuados por el UNIFEM; el nivel de participación de las mujeres, en particular en proyectos de Servicios Nacionales de Desarrollo (SND); y los trabajos excepcionales efectuados por algunas de las 335 mujeres Especialistas VNU que se encuentran actualmente trabajando sobre el terreno. El mismo hecho de que nuestra Coordinadora Ejecutiva es una de las cuatro mujeres más antig[illegible] que ocupa un alto cargo en el PNUD y que un 30% del personal de catego[illegible]rofesional que trabaja junto a ella está constituido por mujeres.

Existen sin embargo, bajo otros aspectos, ciertas insuficiencias. A pesar de que se hayan realizado excelentes trabajos, pero cuántos más no habrían si las mujeres representaran un porcentaje mayor que el escaso 18% del total de personas que prestan sus servicios en el terreno. Aunque existe un pequeño grupo de mujeres en puestos ejecutivos, el número de ellas es reducido comparado al de los hombres. El Programa VNU parece ser un buen reflejo de nuestra sociedad - la de los países industrializados que han fallado en su tentativa por asegurar la participación de la mujer en la administración, y la de los países en desarrollo que no han logrado tampoco asegurar la posibilidad de una educación y trabajo egalitario para las mujeres.

Incorporar un número mayor de mujeres en las actividades del desarrollo - incluso dentro del propio organismo - es una prioridad esencial para la administracion del PNUD en curso. El Programa VNU debe ajustarse a esta política. Pero uno puede preguntarse, ya que hay muchas maneras que pueden permitir al Programa VNU reforzar sus operaciones mientras continúa su desarrollo para responder a las necesidades cruciales de los gobiernos - ¿cuáles son las prioridades que se van a fijar para mejorar la situación de la mujer? La respuesta más evidente sería que contrariamente a otros mejoramientos deseados y a pesar del hecho de que las mujeres están en mejor posición para remediar las necesidades de mujeres y niños en el tercer mundo, esta vez nos enfrentamos con un derecho humano reconocido universalmente, por lo tanto es necesario interesarse!

Quizás un primer paso simple y necesario sería que cada VNU designado y cada miembro del personal se encargue de inscribir a ***una*** *mujer con talento en el Registro de Candidatos VNU: esto alterará radicalmente el cómputo de las candidaturas* ***disponibles****. Sin embargo, como ya lo subrayara el artículo de Sheila Davey, sería realmente efectivo si todos aquellos asociados al programa, incluidos los países huéspedes, trataran de crear un puesto adicional que pueda sea ocupado por una mujer.*

Para resolver esta pregunta, qué ideas y acciones proyecta Ud.?

UNV AND WOMEN: A RESOURCE TO BE TAPPED

by Sheila Davey

UNV has launched a special recruitment campaign to increase the number of women volunteer specialists. Although women figure prominently among the professional staff at its Geneva headquarters, they are not so well represented among the volunteers. The organisation is headed by a woman — Brenda Gael McSweeney — and a third of its professional staff and two thirds of its general service staff at headquarters are women. Yet women account for less than a fifth of the volunteers. At the end of April this year there were 335 women volunteers (17.8%) and a slightly greater proportion on the roster waiting to be placed. One aim is to increase the number of women on the roster to 25% by the end of the year.

UNV has written to women's organisations and centres in both industrialised and developing countries — sending them information about UNV and emphasising the need for qualified women with experience. In all recruitment literature and information meetings the need for applications from women is now routinely stressed. The Recruitment Division, which is again headed by a woman — Barbara Basma — is also looking at new ways of attracting women volunteers. In January this year a new regional recruitment post was established in Cairo. A woman recruitment officer was assigned to develop an information and recruitment strategy for those Arab states where very few people have become UN Volunteers. The quota of women will be an important factor. If successful, this pilot project may be extended to Latin America, Asia and the Far East. There are also plans to look at ways of stepping up recruitment from the Nordic countries. Since most volunteers from this region are currently women this is expected to have some impact on the number of women volunteers overall.

"... So we are trying out innovative ways of attracting this kind of female and senior talent as well as increasing participation from under-represented countries. All this is in line with a policy directive from our governing body," Dr. Brenda Gael McSweeney says.

But why are there so few women volunteers? Frank O'Donnell of the Programme Policy, Development and Evaluation Division believes the problem is largely an inherited one. "Until recently we haven't had a policy on this. So there are too few women on the roster and, as a result, too few women in the field." He also points out that most UNV Specialists (85%) come from developing countries and are recruited through the local UNDP office. Recruitment campaigns may reflect local distortions in the labour market, he believes.

Kanni Wignaraja, a woman recently recruited to work in the same division, agrees. "The problem is that the UNV roster is still biased towards traditional areas of work. A lot of UNV Specialists come from developing countries where they still tend to have segregated labour markets and we inherit that pattern."

She believes there should be a fundamental rethink about the kind of women recruited and the problems that could deter them from volunteering. "It's not enough to say we must hire more women. We must at the same time look at the profile of the kind of women we are recruiting: what is their age, do they have

families, what about their children's schooling, language problems and their safety? These considerations are important for men too. We need to look at the whole framework of the volunteer concept."

In the industrialised countries it is also proving hard to recruit women, although about a quarter of the women UNV Specialists come from the industrialised countries. It may be that the successful career woman is reluctant to take a mid-career break and risk seeing others overtake her on the career ladder. Kristin Wambold, UNV Area Officer for Asia (and formerly Africa) thinks some well-qualified professional women who have fought their way to the top may balk at the idea of being "under-remunerated". "In competitive markets a woman may feel that a low stipend will count against her in the next career move ", she said.

One solution to this may be the recruitment of older women. This is another target group to which UNV is currently addressing its recruitment literature. Already more than 20 serving UNVs are over 55 and several are over 68. Among the team of English language teachers in China the average age is currently over 60. Ethiopia — a country which can ill afford to spare its mid-career professionals — is very poorly represented in the UNV programme. But Executive Co-ordinator Brenda McSweeney points out that in Ethiopia women retire at 50 and men 55. "This is an untapped pool of experienced professionals who could contribute their skills as UN Volunteer Specialists in other countries. "So we are trying out innovative ways of attracting this kind of female and senior talent as well as increasing participation from under-represented countries. All this is in line with a policy directive from our governing body,."

One area in which UNV has been more successful in recruiting women volunteers is in its Domestic Development Service (DDS). Under this programme field-workers are recruited to help strengthen organisations concerned with self-reliance at grassroots level. They come from grassroots organisations in other developing countries within the same region. Already a third of all DDS field-workers are women. In Africa the figure is even higher. Scholastique Komporé, Deputy Director of the programme's Harare office, said that 40% of the DDS field workers in Africa are now women and about two thirds of the community participants are also women. So why is DDS more successful at recruiting women? Robert Leigh, the Head of the Participatory Development Programme, believes this is because the programme is so decentralised — with most of the staff in the field and only a small core in Geneva. Projects are run from regional offices by project managers and regional volunteer staff. Another reason could be the age profile of women involved. The average age of UN women volunteers is 38, but for the DDS field-workers it is only 29. Until recently none of them was allowed to take an accompanying family. "From the outset it was impracticable to expect anyone to take up this kind of assignment with a family," explained Robert Leigh, "Many of the host communities are very isolated and living conditions difficult. There are few schools or hospitals within easy reach." But this general rule has had to be waived in Africa, where it was a barrier to recruitment. Now children are allowed to accompany their mothers up to the age of three. But Robert Leigh is aware that the problem of accompanying families can be a barrier to male recruitment as well. "We are looking for solutions to allow men to maintain their family back at home," he said.

Another recent innovation has been DDS recruitment workshops aimed at identifying potential candidates from different regions. At the most recent ten-day workshop in Bangladesh ten applicants were chosen from a field of 30. But not one was a woman. Only then was it discovered that there had been no women on the selection board either. Next time one of the participants will be a representative from UNIFEM — a fund administered by UNDP for development projects for women.

But this incident illustrates well the dilemma which UNV faces in its bid to recruit more women. It is no good ensuring that there is an agreed quota of women on the roster unless there is some guarantee that a decent proportion of them are selected. Barbara Basma is fully aware of the risks involved. "There is a danger that if you get a lot of women on the roster and then very few of them are selected, women will say that it's a waste of time applying in the first place."

For each appointment UNV offers the Government a choice of three possible candidates. "This is the point at which we have no further control, " said Barbara Basma. "We try as much as possible to influence governments to take women, but the final decision doesn't rest with us."

Frank O'Donnell believes that wherever possible the slate of three candidates should include at least one woman and at least one (possibly the same) candidate from an industrialised country. "Even if we managed to get 40% of women on the roster, there has to be some mechanism which puts women on the slate", he said. But being at the starting point is not enough, he maintains. Women candidates have more hurdles to cross. "Even if you have women involved in the selection process and at least one woman on the slate, it can still be difficult to overcome the pattern of prejudice at every stage". Despite his realistic view of the obstacles faced by women volun-

teers, he is against any form of positive discrimination that would promote a woman less qualified than a male candidate. "The answer is to improve the quality, not the quantity of female candidates", he stressed.

One way of influencing the selection of women is in the recruitment of UNV Programme Officers. Of the 56 posts, 16 are paid for by donor countries under full-funding arrangements. And of these, more than half (11) are currently filled by women. When the sponsoring government offers to pay all the recruitment costs only one candidate may be put forward and tends to be automatically accepted — even when it is a sole woman candidate. Kanni Wignaraja is confident that Governments will gradually be persuaded to take more women volunteers. "We have to accept the government's preferred candidate. We can't overule their decision " she said. "But with more people working in the field and more one-to-one contact with representatives from the ministries, we hope we will slowly convince them it makes sense to take more women".

...NEWS FLASH...

The next time you hear someone berating everyone in the "international aid business" for being "lords of poverty" and out to grab everything they can from the system, you might just draw their attention to the following case. UNV headquarters has received a letter from a UNDP Resident Representative in the Arab States region noting that, due to a clerical error at the insurance firm, a UNV specialist received a payment roughly equivalent to twenty times his MLA - and returned the cheque to the firm. May his honesty be rewarded in this world - or perhaps, more likely, the next!

ONE WOMAN'S EXPERIENCE

by Vesna Dzuverovic
UNV Regional Recruitment/Information Officer
based in Cairo, Egypt

Leona Gwaz, sitting fourth from the right, at Hamadnalla Women's Development Centre in Sudan.

It's hot, very very hot. It's dry and extremely dusty. It's a male dominated society and there's a war going on. So, why spend two years of your life in such living conditions? Only to realize that women, wherever they are, want to improve their status. These women live in harsh, isolated areas and want to become a productive part of society. And, Leona Gwaz, UNV, wants to help them.

Leona teaches small business skills to Hamadnalla Women's Development Centre in Sudan . The women earn money by making and selling school uniforms, clothes, handicrafts and foods, all made by using locally available materials. Along with a first income, the women are gaining self-esteem and respect. The goal of the small business is to be able to financially sustain the centre long after the professional assistance and funding provided by UNFPA has been exhausted.

With a spirit of adventure, Leona lives by the philosophy of helping others help themselves. In Kenya, she was a US Peace Corps Volunteer from 1981 - 1983. As a Home Economist, she worked closely with rural women's groups. She also worked with mentally handicapped adults in a sheltered workshop to make jewelry. This experience gives her a strong foundation of business skills to advise women on income generating projects. Slowly but surely, the women in Hamednalla will profit not only financially, but socially as well, as the success of their centre grows.

LE DEVELOPPEMENT AU FEMININ

La longue route vers la reconnaissance.

L'une des principales conclusions des nombreuses études faites depuis quelques années sur la participation des femmes au développement est que l'on ne fait pas encore une place suffisante aux femmes notamment aux stades de la planification et de la conception des projets.

Durant la Décennie des Nations Unies pour la femme (1975-1985), les organisations et agences du système des Nations Unies avaient mis leurs efforts en commun pour que les femmes puissent trouver leur place et participer plus activement et plus systématiquement aux activités de développement réalisés au sein de leurs divers projets. Certaines recommandations ont été faites tendant à rendre plus efficaces les moyens mis en oeuvre pour que les activités de coopération technique contribuent à accroître la participation des femmes aux programmes de développement leur permettant ainsi d'en bénéficier davantage.

Pourquoi cet intérêt pour les femmes dans le développement, au sein du PNUD en particulier? Parce qu'au premier abord, quand on se penche sur la distribution des services, des biens, du pouvoir, etc., au sein des communautés, les femmes obtiennent généralement moins que les hommes. Quant à la distribution du travail, des responsabilités ménagères, par exemple, les femmes ont plus que les hommes. Ces différences sont plus qu'évidentes dans toutes les communautés de ce monde. C'est le constat de la Division des femmes dans le développement au PNUD qui s'est donc posé la question de savoir comment on peut intégrer les femmes dans le développement afin qu'elles soient à la fois actrices et bénéficiaires.

On peut tout d'abord intervenir à travers des projets qui leur sont spécialement destinés. On peut aider les gouvernements à utiliser tout leur potentiel de main-d'oeuvre, sans oublier les femmes qui représentent 50% des ressources humaines pouvant servir au développement économique et social. On peut trouver le moyen de partager les profits de l'assistance technique entre les hommes et les femmes d'une manière équitable, ce qui permettrait d'encourager les femmes à s'investir davantage. On peut rendre l'assistance technique plus efficace, car on se rend compte, à travers les rapports et textes existant sur le rôle des femmes dans le développement, que le fait de négliger les femmes conduit irrémédiablement à l'échec des objectifs de développement proposés. On peut aussi donner aux femmes la possibilité de s'aider entre elles.

Actuellement, le programme des VNU est l'agence d'exécution de trois projets de l'UNIFEM s'adressant spécifiquement aux femmes. Il s'agit du projet des Femmes Basotho et le développement de technologies appropriées pour le traitement des produits alimentaires au Lesotho, du projet de Développement communautaire et de l'accroissement de la production alimentaire au village Mantba au Mozambique, et du projet féminin d'amélioration nutritionnelle adaptée en Tanzanie. Des spécialistes VNU sont affectés à sept projets également financés par l'UNIFEM et

exécutés par d'autres agences telles que la FAO ou le programme des VNU lui-même.

Pour ce qui est des spécialistes VNU qui sont affectés au sein de projets concernant les femmes et le développement en général, il est intéressant de noter que la majorité sont des femmes. S'occupant d'activités féminines diverses en qualité de spécialistes en développement communautaire, d'animatrices de foyer féminin, de spécialistes en gestion administrative pour l'appui aux groupements socio-économiques féminins en milieu rural, ou encore de spécialistes en artisanat féminin, les spécialistes VNU affectés à des projets s'adressant à la participation des femmes au développement ont tous et toutes le même objectif, à savoir l'amélioration de la qualité de la vie des femmes, leur accès à la formation, aux services de vulgarisation et au crédit.

Par exemple, Soad Shokry, originaire du Caire, Egypte, est une spécialiste VNU des activités de la femme à Oman. Travaillant au sein de la Direction générale des activités de la femme et de l'enfant, Soad s'occupe essentiellement de l'organisation de l'établissement d'un plan de travail relatif aux questions concernant les femmes et les enfants; elle a notamment entrepris des études de cas après avoir visité des Centres professionnels féminins, des crèches et autres associations afin de proposer ses recommandations répondant aux besins et problèmes rencontrés sur place.

Un autre exemple en Afrique est celui de Catherine Conteh, originaire de Sierra Leone. En avril 1988, elle arrive au Lesotho où elle rejoint son poste d'animatrice DDS à Maphutseng. Attachée au Ministère de l'agriculture, elle travaille au sein d'un projet Femmes dans le développement, financé par l'UNICEF, où elle s'occupe principalement des activités génératrices de revenu en vue de combattre les problèmes nutritionnels de la famille. Catherine s'est très vite rendu compte qu'elle avait beaucoup plus à faire que de s'asseoir en rond et de discuter avec une vingtaine de femmes. En effet, beaucoup de femmes ont exprimé le désir de faire quelque chose mais elles ne savent pas quoi. Il y a de bonnes écoles primaires et secondaires dans la région. Les femmes ont tendance à délaisser leurs enfants de moins de cinq ans pour aller dans les cafés ou pour se rendre à leur travail. Enfin, la communauté toute entière rêve de se lancer dans des activités d'auto-assistance. Réalisant l'enthousiasme de ces collègues et des personnes directement concernées, Catherine a élaboré un plan d'action, soutenue dans son entreprise par les autorités locales. Des comités dynamiques se sont formés et ont établi les besoins immédiats de toute la communauté. Ainsi le village a vu fleurir en peu de temps différents groupes qui se sont mis à l'oeuvre et aujourd'hui Maphutseng est doté d'un jardin maraîcher, d'un atelier de couture et tricot, d'élevage de volaille, d'une banque agricole, d'une garderie d'enfants en cours de construction, d'un centre pré-scolaire bien établi, ainsi qu'un centre de formation en puériculture.

Catherine Conteh

Soad Shokry et Catherine Conteh ne sont pas les seules. Il est intéressant de noter en ce qui concerne le programme des VNU DDS qu'une étude récente sur le projet Renforcement des ONG nationales et gouvernementales en vue des activités communautaires en Afrique a démontré que sur les 100 animateurs DDS sur le terrain, 40% sont des femmes. Ce qui est un chiffre important par rapport au programme "régulier" des VNU. Car d'autres spécialistes VNU, sous couvert d'un poste spécifique, abordent à travers leurs différentes activités des domaines vulnérables, tels que santé, approvisionnement en eau, hygiène, éducation, etc., qui touchent plus spécialement les femmes. Si à travers le programme VNU DDS, des femmes ont reçu une formation pour leur permettre de bénéficier des technologies modernes et trouver leur voie dans des métiers non-traditionnels, ou encore grâce à l'introduction d'une technologie appropriée, elles ont pu alléger leurs tâches quotidiennes répétitives qui prennent du temps ou qui stagnent par manque de savoir-faire, le programme des VNU permet aux femmes, à qui il s'adresse par l'intermédiaire de certains spécialistes VNU en poste, de prendre conscience de leur véritable rôle économique, car elles sont au coeur même du développement de leur pays. En reconnaissant la valeur de leur travail, en leur donnant la possibilité d'accéder à l'aide technique et financière, à la formation, et en pre-

nant en considération leurs besoins primaires, elles amélioreront enfin le bien-être de leurs familles et de leurs sociétés. Le programme des VNU, dans ses différentes actions, s'applique donc à encourager l'effort d'intégrer davantage les femmes dans le développement. Certes, les organismes constituant le système des Nations Unies pour le développement comprennent désormais beaucoup mieux quels sont les besoins des femmes et savent mieux comment s'y prendre pour satisfaire ces besoins; il n'en demeure pas moins que le rôle central que jouent les femmes dans le développement n'est pas encore pleinement reconnu, et que les spécialistes de l'action pour le développement ne savent pas encore très bien comment s'y prendre pour faire participer équitablement les femmes aux programmes qu'ils conçoivent et exécutent. Dont acte.

English

During the United Nations Decade for Women (1975-1985), the United Nations Organisation and its Agencies worked in common to enable women to participate more effectively and sytematically in their various development projcets. The UN Development Programme in particular has pursued these efforts to integrate women in development, as contributors and as beneficiaries.

UNV itself is already executing three UNIFEM projects in Africa specifically addressed to women; the development of appropriate food technologies at village level in Lesotho; a community development project to increase food production in Mozambique; and a project to improve nutrition in Tanzania.

The UNV specialists attached to the projects have one goal - to better the quality of life amongst women. An example is Ms. Soad Shokry from Egypt, whose responsibility is to establish a workplan on issues related to women and children in Oman. Another example is Ms. Catherine Conteh from Sierra Leone, a DDS Field Worker attached to the Ministry of Agriculture on a project financed by UNICEF, assigned to promote revenue generating activities which will permit improvement to family nutrition. In the course of her assignment she discovered that most of the women certainly wanted to help in some way but did not have an idea of their objectives. With Ms. Conteh's guidance and the formation of a dynamic committee to think through the needs of the community, today the village of Maphutseng, where Ms. Conteh is assigned, boasts a market garden, a knitting centre, a poultry farm, an agricultural bank and a child care centre under construction.

Soad Shokry and Catherine Conteh are not alone in these ventures: 40% of the DDS Field Workers in Africa are women addressing issues that concern women, especially in the fields of health and education. Through these different programmes and activities, UNV has encouraged the integration of women in the development process.

Español

En el transcurso del Decenio de las Naciones Unidas para la Mujer (1975-1985) las Organizaciones y las Agencias del Sistema de las Naciones Unidas unieron sus esfuerzos para incorporar a la mujer en tareas masculinas y asimismo integrarla de una manera más activa y sistemática a las actividades de desarrollo universal.

Para contribuir a este movimiento, el PNUD decretó un mandato, y recomendó a los demás a seguir este ejemplo, con la ayuda de la División de las Mujeres en el Desarrollo que se planteaba el problema de integración de la mujer en las actividades de desarrollo y de que su participación resultara productiva y beneficiosa.

Actualmente, el Programa VNU actúa como un organismo de ejecución para tres proyectos que van especialmente dirigidos a las mujeres. Entre ellos se cuentan el proyecto de las Mujeres Basotho y el desarrollo de tecnologías apropiadas para el tratamiento de productos alimenticios en Lesotho; el proyecto de Desarrollo comunitario y del aumento de la producción alimenticia en Mozambique; y el proyecto femenino de mejora nutricional en Tanzania.

En cuanto a los especialistas VNU que son asignados a proyectos concernientes a las mujeres y el desarrollo en general, es interesante citar que la mayoría de ellos son mujeres. Ocupándose de actividades femeninas diversas como especialistas en el desarrollo comunitario o en otras tareas ya sean administrativas, sociales o artesanales, las especialistas VNU asignadas a los proyectos de participación de las mujeres en el desarrollo tienen un objetivo en común: mejorar el sistema de vida de las mujeres.

Soad Shokry, originaria de Egipto es una especialista VNU quien se ocupa esencialmente de organizar y establecer un plan de trabajo relativo a los problemas concernientes a las mujeres y los niños en Omán. Otro ejemplo que podemos citar en Africa, es el de Catherine Conteh, de Sierra Leone quien desde Abril 1988 desempeña el cargo de capacitadora SND (Servicio Nacional de Desarrollo) en Maphutseng, Lesotho. Asociada al Ministerio de Agricultura, y trabajando en un proyecto de Mujeres en el desarrollo, se encarga de ayudar a combatir los problemas nutricionales inherentes a la familia. Muchas mujeres acu-

dieron a ella expresándole el deseo de hacer algo aunque no sabían qué, así pues Catherine elaboró un plan de acción con el apoyo de las autoridades locales, logrando en poco tiempo establecer grupos que se pusieron inmediatamente a trabajar en beneficio de la comunidad.

La participación femenina está en aumento y existen muchas mujeres como Soad Shokry y Catherine Conteh. El Programa VNU permite que la mujer tome conciencia de su verdadero rol en la Economía, valorizando su trabajo, dándole la oportunidad de acceder a una ayuda técnica y financiera y tomando en consideración sus necesidades básicas. Después de todo son ellas las encargadas de aportar bienestar a sus familias y a la sociedad en que viven.

El Programa VNU busca consolidar el esfuerzo de mayor integración de la mujer en las actividades de desarrollo. Los organismos que constituyen el Sistema de Naciones Unidas comprenden ahora mejor cuáles son las necesidades de las mujeres, pero el papel principal que juegan las mujeres en el desarrollo mundial todavía no está totalmente reconocido y los especialistas del desarrollo deben tratar de incorporar en mayor número a las mujeres en los programas que ellos proyectan y realizan.

G. ARTHUR BROWN NAMED SPECIAL ADVISER

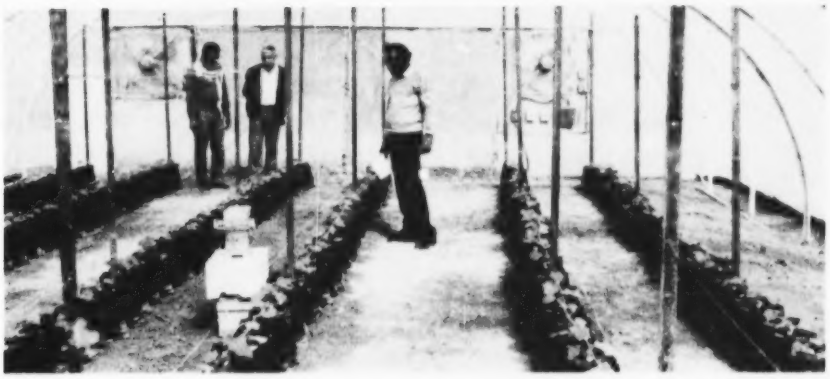
G. Arthur Brown adressing the 1988 UNV Consultative Meeting. On his left was Birger Egekvist of Mellemfolkeligt Samvirke, Denmark.

In last December's issue of UNVNews readers were told to look out for a forthcoming special annoucement concerning the former Associate Administrator of the UN Development Programme and steadfast friend of UNV, Mr. G. Arthur Brown. Now it can be revealed! He has accepted an invitation from UNV's Executive Co-ordinator, Dr. Brenda Gael McSweeney, to act in his spare time as UNV Special Adviser.

Mr. Brown has returned to his home country of Jamaica following his 12 distinguished years with UNDP, to be Governor of Jamaica's Central Bank and an Economic Adviser to its Prime Minister. He is very well equipped for these challenges, having drawn up the country's first five-year development plan, been Financial Secretary and Head of the Civil Service, and been appointed by the International Monetary Fund to make proposals for the reform of the international monetary system.

On a "free-time" and — fittingly — on a purely volunteer basis, Mr. Brown has just accepted and been confirmed by UNDP to serve as UNV Special Advisor, at the UN Under-Secretary level (with "compensation" of one UN dollar a year!). He will be available to UNV to advise both on general policies and on specific initiatives. Amongst the areas envisaged are such considerations as the increased utilisation of UN Volunteer Specialists by the Bretton Woods institutions, including the World Bank; the potential of UNV to assist Central and Eastern European countries with transformation of their economies; the Third UNV Inter-Governmental Meeting, wich will be held in the course of the organisation's 20th Anniversary year, 1991: and the building up of UNV's participatory Domestic Development Programme in the Caribbean Region. In these connections his vast experience of the UN system, as well as his commitment to and detailed knowledge of the UNV programme, will be invaluable.

AL OUTORIYA FARM
A PHOTO REPORTAGE



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1. UNV Horticulturist **Sarath Perera** from Sri Lanka experiments on vegetables set inside plastic greenhouses in a farm situated about 40 kms. from Doha, Qatar. Different mulching materials and methods in addition to the prevailing cooling system were tried. (The cooling system alone cannot reduce the temperature to a suitable degree for tomato cultivation during summer).

2. Starting a rejuvenation programme on citrus trees. A citrus garden after pruning: excess branches are pruned and a suitable fertilizer mixture is applied.

3. UNV Perera inspecting the damage to the tomato plants which were very badly affecteded by heavy rains and floods.

4. Conducting a trial to determine the most suitable spacing for growing cucumbers in the greenhouses.

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PAPUA NEW GUINEA FIELDS A FIRST...

by Prunella Gundelach

Papua New Guinea presents an array of multi-sectoral, multi-cultural UNVs as dazzling as its multicoloured birds of paradise. 25 of them are currently spreading their wings over fields as varied as pharmacy and forest management, census design and sports, statistics and science education.

Tom Carmody of the U.S. has been Port Moresby's UNV Programme Officer since September 1988. When he arrived to take up his assignment the office was preparing for the visit of a V.I.P. from headquarters, so within four days he found himself forced to switch from orientation mode to red alert. He has a general engineering background with post-graduate study in human resources development and seven years experience in private enterprise as an engineering manager. One of his early tasks was to improve the briefing materials for UNVs serving in PNG. In 1989, he travelled to Geneva for a Programme Officers' Course and en route back visited Myanmar to review UNV recruiting processes there. Tom remains a little dubious about the value of the paperwork his role demands but his succinct reports are appreciated at H.Q. and there is more of a queue than he realizes for the rich meal he offers to those who read them ! Whenever possible he is out and about meeting fellow volunteers such as Vidane Shyam Dharmasri of Sri Lanka and Isikeli Naivunivuni of Fiji.

Dharmasri is a UNV Foundry Specialist on a UNIDO project entitled "Institutional Building for Industrial Promotion". He offers more than 20 years' experience in foundry engineering and has always particularly enjoyed sharing the knowledge he gathered in training in the UK, USSR and Japan. Now, at the end of his assignment in Port Moresby he can look back on a job well done, where not only his specific foundry skills have been called upon. He has also demonstrated sound management ability in increasing to a very healthy turnover the recycling operations of the Small Industries Centre.

James Yalya receives his air ticket for Tonga from Jan Wahlberg, UNDP Resident Representative in Papua New Guinea.

Posted to Enga Province as a DDS field worker, Mr. Isikeli Naivunivuni is a fitter-machinist with experience in light engineering instruction. In his capacity as Village Youth President at his home in Fiji, he put to use his many practical abilities in community work, training boys to mend village chainsaws and sewing machines and encouraging them to perform caring tasks for the frail and elderly. At his work in PNG with the Enga Provincial Youth Council his enthusiasm for voluntarism helped to inspire a Papua New Guinean colleague to apply to become a UNV himself. And so PNG has come to field its first UNV, James Yalya.

James is an administrator who has used his expertise in PNG's National Youth Movement Programme. After graduating from the University of PNG with majors in community development and public administration, he went to work in Enga Province as an Executive Officer with the Department of Youth and Home Affairs. In that capacity he helped youth groups to draw up constitutions and budgets, to fight youth unemployment, to train leaders and to realize the

importance of keeping tidy records if they wish to encourage the elders to invest in them more generously.

In October 1989 he was assigned as a DDS field worker to Tonga. There he is based at the Tonga Youth Workers Association where his brief is to encourage youth participation in the development process. He has wasted no time (an example of the enhanced adaptation abilities of volunteer specialists participating in South-South cooperation ?) and he has already held a successful work-shop in first aid for members of the Senitu'i Two Youth Group. Further workshops are planned in bookkeeping and family planning and he is currently working on a constitution for the Tongan National Youth Council.

Français

Les Spécialistes VNU en poste en Papouasie-Nouvelle-Guinée offrent une palette de cultures aussi variée que les couleurs des oiseaux du paradis. 25 d'entre eux couvrent de leurs ailes des domaines aussi variés que la pharmacie et la gestion des forêts, les sports, les statistiques et l'éducation.

Tom Carmody, originaire des Etats-Unis, est VNU Chargé de programme depuis 1988. Lorsqu'il est arrivé à Port Moresby, l'une de ses premières tâches a été d'améliorer le matériel d'orientation mis à la disposition des Spécialistes VNU affectés dans le pays. En 1989, il a suivi un stage de formation organisé par le siège des VNU à Genève pour les Chargés de programme. Tom Carmody est à l'écoute de ses collègues lorsque ceux-ci ont des problèmes ou tout simplement pour les rencontrer socialement.

C'est grâce à l'enthousiasme de Isikeli Naivunivuni, VNU ingénieur machiniste originaire de Fiji, travaillant au sein du Conseil de la jeunesse de la Province d'Enga, que son collègue national, James Yalya a décidé de devenir Spécialiste VNU. Ayant obtenu un diplôme de l'Université de Papouasie-Nouvelle-Guinée en développement communautaire et administration publique, il a surtout travaillé avec des goupes de jeunes les aidant tenir des budgets, à enrayer leurs problèmes de chômage, et à tenir des archives qui les aideront plus tard à convaincre les aînés de leur valeur. En 1989, il a été affecté à l'Association des jeunes travailleurs de Tonga où sa tâche principale est d'encourager la participation de la jeunesse au processus du développement.

Español

Los especialistas VNU que están asignados en Papua Nueva Guinea ofrecen una gama cultural tan variada como el plumaje de los pájaros del paraíso. Veinticinco de ellos extienden sus alas hacia esferas tan variadas como Farmacia, Control de Forestas, Deportes, Estadísticas y Educación.

Tom Carmody, ciudadano de los Estados Unidos, es especialista VNU quien ocupa el cargo de Oficial de Programa desde 1988. Cuando llegó a Port Moresby una de sus primeras tareas consistió en mejorar el material de orientación puesto a la disposición de los especialistas VNU asignados en el país. En 1989 participó en un entrenamiento intensivo de dos semanas organizado por la sede VNU en Ginebra para los Oficiales de Programa VNU. Tom Carmody presta oído atento a sus colegas que acuden a él para contarle sus problemas o simplemente que vienen para charlar un rato. Fue gracias al entusiasmo de Isikeli Naivunivuni, un Ingeniero Maquinista VNU de Fiji, quien trabajaba en el Consejo Juvenil de la Provincia de Enga, que su colega James Yalya decidió también convertirse en especialista VNU. Con un diploma de la Universidad de Papua Nueva Guinea en Desarrollo Comunitario y en Administración Pública, James ya había trabajado sobre todo con grupos de jóvenes, ayudándoles a administrar su presupuesto, a luchar con los problemas de desempleo, y a conservar los archivos en buen orden y estado. En 1989, fue asignado a la Asociación Juvenil de Trabajadores de Tonga donde su labor principal consiste en animar a la juventud a participar en el proceso de desarrollo mundial.

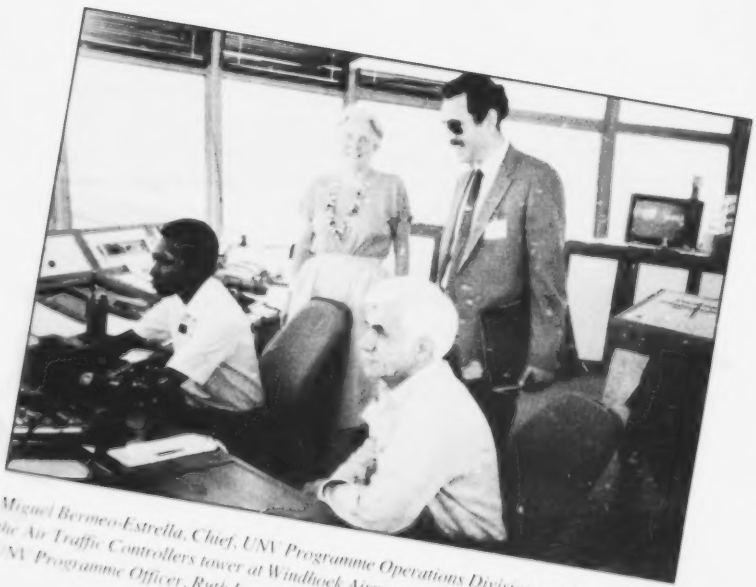
OBITUARY

UNV's Executive Co-ordinator, Dr. Brenda Gael McSweeney, has conveyed to their families her own and the organisation's deepest condolences on the tragic deaths of two UNV Specialists from Myanmar in a traffic accident in Swaziland on 6th May. They were Than Lwin and Khin Sein Swa, respectively Health Statistician and Health Education Specialist in a UN Population Fund project for Assistance to Maternal and Child Health and Family Planning in the country. The tragedy was all the greater for the fact that both UNVs had arrived in Swaziland as recently as 22nd January, and that everyone concerned was looking forward to the valuable contribution which they were making to the project.

DEPTH C

On 2 March 1990, Dr. Brenda Gael McSweeney, UNV Executive Co-ordinator met with the new High Commissioner for Refugees in Geneva, Mr. Thorvald Stoltenberg in connection with a project for UNV assistance to UNHCR's operations in Somalia. Next to Dr McSweeney is Mr. Douglas Stafford, new Deputy High Commissioner (formerly UNDP's Director of Finance for 10 years). Mr. Stoltenberg brought to Geneva his Norvegian tradition of lighting a candle to combat "short days"!

UNV Deputy Executive Co-ordinator Sukehiro Hasegawa, visited Pakistan and Afghanistan to undertake consultations on the implementation of UNV executed multisectoral projects for Operation Salam with UNDP Resident Representatives and UN Agency representatives. Mr. Hasegawa (centre) is pictured here while visiting an orthopaedic workshop in Kabul.



Miguel Bermeo-Estrella, Chief, UNV Programme Operations Division paied a visit to the Air Traffic Controllers tower at Windhoek Airport in Namibia. On his right is UNV Programme Officer, Ruth Levald.

F FIELD

During a UNV mission to Hong Kong on 31 March 1990, Dr. McSweeney visits the UNHCR Kai Tak refugee camp with Ms. Fujisaki, left, UNV Senior Voluntary Repatriation Counsellor and Ms. Mineno, right, UNV Nurse.

Lina Sanque is an Agricultural and Agribusiness adviser from the Philippines. On her way to Liberia where she has been assigned as a UNV Specialist Field Monitor for UNDRO's emergency relief operation, she stopped by UNV Headquarters for a briefing. She is basking here in the Geneva spring sun!

As part of the project "Assistance to Sports and Recreation" in Papua New Guinea, three UNV Sports Officers have been attached to the National Sports Institute in Goroka since the beginning of 1989. The photograph shows a group of Provisional Recreation Officers participating in a field hockey session where they learn techniques of coaching and refereeing the sport. Instruction was provided by UNV Solomon Samuel, from Sri Lanka, who helped develop a sports administration workshop to improve the skills of the PROs around the country.

A DREAM COME TRUE...

by Hiramani ADIKARI
UNV Potato Seed Production Technician from Nepal
Aden, PDR Yemen

It was sometime in 1977 when I first heard of a programme called UNV. That was also the year when I joined the Nucleus Seed Potato Farm in the high altitude region of Nepal as an officer-in-charge. Around the same time two of my colleagues in the Department of Agriculture had acquired UNV PHS forms from the local UNDP Office, and when I heard of it, I too got one for myself. Although I had a B. Sc degree in horticulture, I was very doubtful of getting a UNV assignment as I did not have the required years of working experience the UNV headquarters was seeking. In the meantime one of my colleagues who had applied to be a UNV was on his way to PDR Yemen to assist in wheat seed production.

Aspirations to useful to the underprivileged led me to different horticulture farms in Nepal. After working three years in potato farms, I requested a transfer to one of the most remote districts of Nepal to serve as an officer-in-charge in temperate fruit plant production and vegetable seed production; and from there to another horticulture farm specialising in tropical and sub-tropical fruit plant production and vegetable seed plant production, in the low land areas. After six and half years of work I was awarded a Scholarship to do my M.Sc. Ag. in the Philippines and returned home to Sri Lanka in 1986 with a degree in horticulture, specializing in potato crops. By this time I had acquired nine years' working experience associated with low income group farmers and training them in cash crop farming.

The challenge of working in an environment other than my own country still haunted me. In June 1987 I applied to be a UNV and was put on the roster immediately but it was not until two years later that I was accepted as a UNV Potato Seed Production Technician to serve in PDR Yemen.

Here in my workplace in the highlands of PDR Yemen, I am very content with my work as a UNV Seed Production Technician. I enjoy working with these soft-speaking and innovative local farmers and the national counterparts, and I feel completely at home with the cool sub-tropical climatic conditions.

My main area of work is as a Seed Instructor but I am also trying to introduce better farming methods, by talking to local farmers in my limited Arabic or through an interpreter. I have seen two crops and visited many seed growing farms for crop inspection. Problems unidentified or ignored up to now are brought to the notice of officials for solutions. Data related to yield, seed quality, production records per farm and disease incidence are being recorded, effective control measures for stored pests are being organized, and a pilot project for control of serious potato diseases and pests, like Rootknot Nematode, Tubermoth and Rizectonia has introduced training and demonstrations.

A year as a UNV has given me a lot. To work, cope and integrate with people who have their own values, beliefs, norms, culture and different government system is a great challenge, and I have also come to accept that these very things pave the way or create a barrier to development efforts in the developing world. I feel that by working at grassroots level, UNVs have an opportunity to better understand the world around them and to serve to make it a better place to live.

Français

C'est en 1977 que j'ai entendu parler du programme des VNU alors que j'étais en poste au Népal dans une ferme agricole produisant des tubercules de pommes de terre. Titulaire d'un diplôme en horticulture, je savais que je n'avais pas encore les années d'expérience requises par le programme des VNU pour devenir volontaire.

J'ai donc continué à travailler au Népal me spécialisant dans les cultures de fruits tropicaux et sub-tropi-

caux ainsi que dans la production de légumes dans les basses régions du pays. Je suis allé ensuite aux Philippines pour obtenir un diplôme de fin d'études et en 1986 je suis retourné à Sri Lanka, mon pays d'origine.

Après neuf ans d'expérience sur le terrain, je rêvais de travailler dans un nouvel environnement. En 1989, j'ai été accepté comme volontaire en République démocratique populaire du Yémen en qualité de technicien en production de pommes de terre. Mon rêve se réalisait enfin.

Je travaille maintenant sur les hauts plateaux du Yémen comme instructeur en semence et j'apprécie mon travail en étroite collaboration avec les agriculteurs locaux et les homologues nationaux. J'essaye d'introduire auprès d'eux de meilleures méthodes agricoles, malgré la barrière de langage qui ne me pose pas trop de problèmes grâce à l'aide d'un interprête. J'identifie les problèmes rencontrés. Ceux-ci sont répertoriés selon des critères de rendement, de qualité des semences, de records de production par plantation et par fréquence de contamination. Ensuite, nous tentons de les résoudre par des solutions appropriées au cours de sessions de formation et de démonstrations.

Mon expérience de Spécialiste VNU jusqu'à ce jour m'a permis de comprendre mieux le monde qui m'entoure et de faire en sorte de le rendre meilleur.

Español

Fue en Nepal en 1977 cuando oí hablar por primera vez sobre el Programa VNU. Me encontraba trabajando en una hacienda agrícola que producía tubérculos de papas. A pesar de ser titular de un Diploma en Horticultura, yo sabía que no poseía aún los años de experiencia requeridos para ser un especialista voluntario. Así pues, continué trabajando en Nepal especializándome en el cultivo de frutas tropicales y subtropicales así como en la producción de legumbres en las regiones bajas del país. A continuación estuve en Filipinas para obtener un Diploma de fin de estudios y en 1986 regresé a Sri Lanka, mi país de origen. Luego de 9 años de experiencia en el terreno, soñaba con trabajar en un nuevo ambiente. En 1987, envié mi solicitud para un puesto de especialista voluntario pero no fue sino hasta 1989 cuando pude convertirme en voluntario de la República Democrática de Yemen desempeñando el cargo de técnico en la producción de papas.

Ahora trabajo en el altiplano del Yemen y mi trabajo lo efectúo en estrecha colaboración con agricultores locales y colegas nacionales. A pesar de la barrera del idioma, he podido comunicarme gracias a la ayuda de un intérprete y juntos hemos introducido los nuevos métodos agrícolas, identificando los problemas que se nos presentan. Estos son catalogados en base a su rendimiento, a la calidad de semillas, al récord de producción por plantación y a la frecuencia en que las semillas son contaminadas. A continuación intentamos resolverlos, en el transcurso de sesiones de demostración y capacitación, buscando soluciones apropiadas

Mi experiencia como especialista VNU hasta ahora me ha permitido comprender mejor el mundo que me rodea y contribuir, de cierta manera, a que éste sea mejor.

FROM THE "UNV COLUMN"

TREND SUSTAINED TOWARDS WIDER UNV RECRUITMENT

An encouraging trend is now clear in the recruitment patterns of the United Nations Volunteers. The programme is significantly less based than used to be the case on a small number of major supplier countries. The trend strengthens UNV's uniqueness as a truly international corps of specialists for development service.

In November 1987 the seven largest supplier countries (Sri Lanka, the Philippines, Ghana, Myanmar (formerly Burma), Bangladesh, Zaire and India), provided 48% of serving UNVs. Last November that proportion had fallen to 44%, and as of 31st March1990 it was 42%, (allowing for the fact that Mali has replaced Zaire in the list).

Further evidence of the diversification is that whereas in November 1987 there were only 16 other countries supplying more than fifteen specialists, this figure had risen to 26 by March this year. Over the same period, the share of these countries in total UNV numbers rose from 30% to 43%.

The trend is expected to continue, since within the last six months alone the following countries have concluded new recruitment arrangements with UNV: Egypt, Jordan and Morocco amongst the Arab States; Czech and Slovak Federative Republic, Malta, Sweden and the USSR in Europe; Cuba in the Caribbean; and South Korea and Vietnam in Asia. Also, between 1987 and now the number of nationalities represented on UNV's Roster of Candidates has risen from 95 to 122.

FULL THROTTLE INTO THE COMPUTER AGE

UNV is rapidly moving from the 19th into the 21st Century, without bothering with the 20th. Computerisation at UNV Headquarters has in the last year become a top priority. Why?

Paper overload

Consider this: in 1989 alone, UNV Headquarters received over 20,000 enquiries from people interested in working as Volunteers and over 10,000 Personal History forms, entered 3,200 selected candidates on the roster, received more than 1,000 requests for volunteer specialist assignments from the field, fielded 800 new UNV-specialists, arranged for the repatriation of 550 completing their contract, received over 2,000 UNV periodic reports and handled a seemingly infinite number of cables, faxes and letters. It is estimated that we receive more than 20,000 cables a year, while we send off about 30,000.

On top of this, we manage 150 UNV-executed projects, liaise with donors and UN agencies, produce a range of publications and carry out a series of assessments and evaluations of UNV activities in the field. And this is only the tip of the iceberg. If you come to UNV Headquarters and see tired, sometimes panic stricken, faces fly by in the corridor, thick files under each arm, or trolleyed on secretary's chair, you know why.

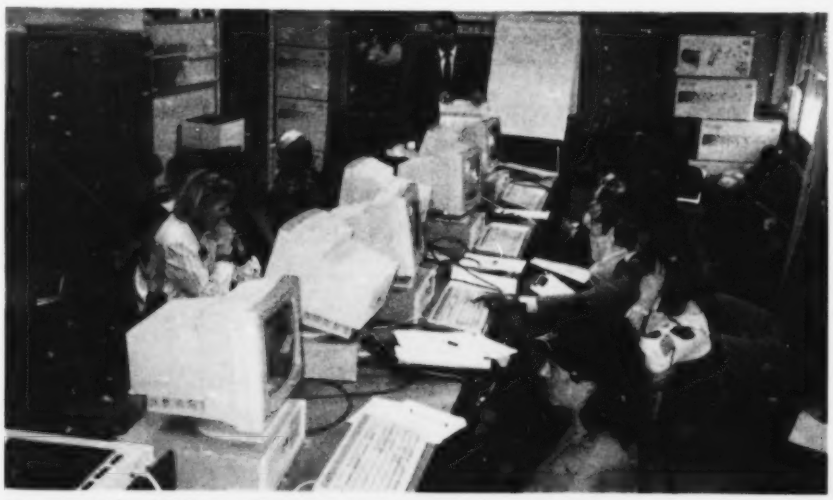
A paper-less office: not so utopian after all

The need for further computerisation and streamlining of work routines is urgent and we are advancing with giant leaps. The New York-based DMIS (Division for Management Information Systems), whose job it is to provide computer-related services to the entire UNDP organisation, is helping us with this important project. A small team of information systems specialists is working in Geneva with the mammoth task of automating all those complicated doings of UNV.

The importance of the task is further increased by the fact that any computerisation process provides an excellent opportunity to look closely at work routines and management methods: unnecessarily complicated or duplicative procedures are detected and brought to our attention by the wizards from DMIS. Realizing the magnitude of the job, UNV has recruited an Information Systems Manager to work in association with DMIS and to provide a link between users and the computer specialists.

Ongoing activities

- Easy-to-use personal computers have been installed on everybody's desk, turning even the most sceptical computer illiterate into a high-tech whiz. The 100 or so computers installed are IBM compatible AST ATs;
- All staff members have been trained on Word Perfect (word processing) and on Higgins (an office communication and planning package). According to need, staff are also trained on other software packages such as LOTUS 123, Harvard Graphics and E-mail;
- Desk-top publishing machines were installed for the External Relations Office, enabling UNV to produce publications in-house. The machines installed are Apple MacIntoshes and the software used includes PageMaker, Macwrite,



Some of the UNV staff during a computer training programme.

Cricketgraph, Illustrator, Macdraw, Superpaint and Excel;

- The existing database called PPP ("People, Posts, and Projects") has been transferred from a mainframe system with prehistoric terminals to the user-friendly personal computers linked to each other by a "Local Area Network" (LAN). As well as being more workable, the advantage of leaving the mainframe system is that it saves UNV a considerable amount of money (more than $200,000 in 1990 alone) in not having to pay yearly fees for using the central terminal;
- The DMIS team is also improving the PPP system to become a better tool for recruiting, fielding and repatriating volunteer-specialists, as well as administering and monitoring the programme as a whole. This project has been extended to include the important task of reviewing all computer-related and manual routines of the various divisions, entailing an overhaul of all management operations;
- An Accrual Accounting system has been developed for the management of the UNV Special Voluntary Fund;
- A mailing system has been developed, including addresses of donors, returned UNVs, UN agencies, etc;
- A number of studies have been undertaken to assess the needs of the organization in terms of computerisation. These reports are now being used as the bases for the development of new systems;
- Assessments of UNV computerisation needs in the field have also been undertaken by DMIS, including missions to a number of UNDP Field Offices and to the UNV Participatory Development Programme (PDP) regional project offices.

What is still to be done?

- A new overall system baptised "Volunteer Management System" (VMS) will be developed, eventually replacing the existing PPP and Accrual Accounting System. This new 'database' system will automate most of the procedures related to recruitment, fielding, administering and repatriation. Moreover, it will allow us to respond quickly and appropriately to requests for UNVs. A wealth of information will be entered into the system about the projects in which UNVs are working, the achievements as well as problems of UNVs, and the actual impact of the programme as a whole. All in all, the VMS should allow staff to be well informed about, and highly responsive to the programme in the more than 100 countries where UNVs are serving;
- Computer soft-ware packages will be prepared for our 50 or so UNV Programme Officers in the field. This will assist them in drafting correspondence, monitoring their programme and managing budgets;
- As a follow-up to the DMIS missions to the PDP regional offices mentioned above, computerisation packages are also being developed to be used in a more decentralised management of this rapidly growing programme;
- Plans are being made for giving users located outside UNV Headquarters access to certain information on, for example, the roster or UNV projects. Such link-ups would be most useful for UNV Programme Officers, UN Agencies using UNVs, or PDP regional offices.
- This summer, DMIS will also be very busy re-installing the computer equipment in the office premises to which UNV will be moving in July.

Affordable solutions

Is placing UNV in the vanguard of computerisation not a costly business? DMIS not only assists us in systems development, computer installation and staff training, but also in the choice of affordable solutions. As stated above, the new Local Area Networks will already save at least $200,000 in operating costs in 1990. Some of the systems development is contracted out to 'off-shore' consultants for a fraction of the cost of those based in New York or Geneva. As UNV produces a lot of publications and all work including colour separation is now done in-house, the investment made when buying the Desk Top Publishing machines has already been recovered many times over.

Humans are still needed

Will this advanced automation mean that the human being becomes redundant? Certainly not! No computer can replace the human approach to challenges or intelligent problem solving. But it makes it possible to concentrate on more creative tasks and spend less time on routine work; this is needed in a sending organization dedicated to development, if it is to be successful.

LA REINE CONGOLAISE A TROUVE SON ROI

par Madeleine Moulin-Acevedo

"La légende leur attribuait tant d'intelligence qu'on les disait sensibles aux charmes de la dialectique platonicienne. Les hommes n'ont cessé de porter une attention unanime aux abeilles pour leur douceur, l'éminente utilité de leurs produits et pour leurs moeurs qui font l'admiration de l'entomologiste. Je suis un berger des abeilles: elles tiennent une grande place dans ma vie".

Une leçon sur l'extracteur manuel. Abou-Badara est au premier plan à gauche.

Poétique, Abou-Badara Camara le devient lorsqu'il parle de ses reines, mais il sait aussi user d'arguments plus pragmatiques quand il s'agit de convaincre des vertus de la ruche Langstroth, sensibiliser aux techniques d'extraction du miel et de la cire ou à leur conservation pour l'usage familial et la vente. Ce VNU guinéen de 36 ans, spécialiste en apiculture tropicale, participe, au Congo, a un projet Programme des Nations Unies pour le développement/Bureau international du travail (PNUD/BIT) d'assistance aux petites et moyennes entreprises. Il est chargé de promouvoir l'apiculture.

"Quand je suis arrivé en septembre 1987, tout était à diagnostiquer, à créer". Abou-Badara a commencé par inventorier la flore mellifère locale, il a réalisé une étude de marché du miel. Puis, avec le ministère congolais du développement rural, un projet de développement de l'apiculture a été mis au point.

Les difficultés inhérentes à tout démarrage ne l'ont pas découragé. Il fallait trouver du matériel de formation et de démonstration: "nous avons contacté certaines institutions, et artisans locaux pour la conception et la fabrication de matériel adapté à la race locale d'abeille (ruche, enfumoir, lève-cadre...)".

Le volontaire a dû aussi vaincre les réticences. Au Congo, l'apiculture traditionnelle est assez couramment pratiquée. Le milieu naturel, riche en ressources mellifères, s'y prête tant en savane qu'en forêt. Et le miel jouit d'un prestige évident. Il est réservé, dans certaines ethnies, aux amis intimes et aux hôtes de marque. Mais la cueillette se fait le plus souvent de façon rudimentaire, par l'extraction du miel du creux des arbres, "une pratique contre nature et dangereuse car elle peut compromettre la récolte future et même la vie de la colonie" souligne le VNU, convaincu que l'apiculture peut se pratiquer dans le respect de l'abeille et de son environnement.

Abou-Badara a créé un petit "rucher-école" pour la formation pratique des futurs apiculteurs et organise un séminaire de formation apicole pendant deux mois a Brazzaville avec la participation de 25 promoteurs. Il donne des conférences sur la stratégie de développement de l'apiculture au Congo pour des conseillers de petites et moyennes entreprises (PME) à Brazzaville ou sur les techniques modernes de récolte dans les villages à l'intérieur du pays.

Qu'il soit à l'ombre généreuse de l'arbre à palabre de Bokoélé, un village du nord du pays ou dans un stand de la 7ème foire de Pointe Noire, Abou-Badara discute longuement avec les intéressés, procède à des manipulations de matériel, des démonstrations de ruches. Le modèle Langstroth, très perfectionné a fait l'objet de commandes fermes à la foire et le miel exposé s'est vendu...comme des petits pains.

"Sans aucun chauvinisme, de l'avis de beaucoup d'observateurs, notre stand a été l'un des plus fréquentés par les scientifiques, les amoureux de la nature, les hommes d'affaires et les apiculteurs amateurs". On le croit volontiers puisque le stand du BIT a reçu un diplôme d'honneur décerné par le Ministère du commerce et des PME!

Parti de rien, le projet peut aujourd'hui s'ennorgueillir de résultats substantiels: outre les 25 apiculteurs formés, 13 promoteurs propriétaires de près de 190 ruches sont en activité dans 5 régions du pays, 3 promoteurs ont déjà fait leur première récolte. Le rendement moyen a été de 15 à 20 kg. de miel et 300 gr. de cire. Partout ou le volontaire est passé, les progrès sont sensibles: ruches améliorées ou modernes, utilisation du masque et de l'enfumoir, récolte du

Visite d'une ruche à cadres.

miel de rayons ou de cadres, meilleure qualité du produit. Avec l'enthousiasme qui le caractérise, Abou-Badara a suscité des vocations qui augurent bien de l'avenir de l'apiculture au Congo.

En effet, l'abeille et ses produits (miel, cire, pollen, gelée royale, propolis, hydromel) représente une richesse naturelle considérable. Bien exploitée, elle constitue un apport nutritionnel important et une source de revenus non négligeable. Faibles investissements, techniques simples, l'apiculture, qui est peu sensible aux aléas climatiques a, en outre, l'avantage d'utiliser les ressources propres du pays.

"Je suis très satisfait de mon affectation et surtout soucieux de l'avenir du projet". Pour l'ancien chef de la section élevage du Centre national d'apiculture de Labé en Guinée, qui est aussi vétérinaire, ce poste était un défi qu'il a su relever avec foi et détermination. Grâce à ses connaissances et son savoir-faire, - en Guinée, l'apiculture moderne est plus développée - ce VNU contribue activement à l'autosuffisance alimentaire du Congo et à la création d'un secteur artisanal rentable.

English

"I am a bee-keeper and bees have a very special place in my life. Their gentleness, remarkable usefulness of their products and their lifestyle will continue to fascinate people". These are the words of UNV Tropical Bee-keeping Specialist, Abou-Badara Camara, a 36 year old Guinean working in the Congo on a UNDP/ILO -supported project.

Traditional bee-keeping is common practice in the Congo and what better place than in their rich, natural habitat - the forest. Honey evidently plays a prestigious role in some local ethnic groups, being reserved only for close friends and guests of honour. Gathering honey from tree trunks seems to be the rudimentary method practiced by the people. "Any method against nature could compromise future harvests and the life of the bee colony" emphasised the UNV, convinced that respect for the bees and the environment must be seriously taken into account in bee-keeping.

He created a training centre for future bee-keepers and organised a beekeeping seminar in Brazzaville with 25 participants. He has held conferences on developement strategies in bee-keeping for small industries and also advised on how people in rural areas could apply modern harvesting techniques.

With the training of 25 bee-keepers, 13 small businesses and the establishment of nearly 190 bee-farms, the UNDP/ILO-assisted project has brought substantial results. Three of the businesses have already undertaken their first harvest! Wherever the volunteer specialist has been, progress is evident; with characteristic enthusiasm Abou-Badara has created employment and enhanced the future of bee-keeping in the Congo. The modest investment required, simple techniques and thereliance on local resources, make bee-keeping with its natural rich products a very useful project.

Español

Abou-Badara es un VNU originario de Guinea, de 36 años de edad y se encuentra trabajando en el Congo como especialista en apicultura tropical. Cuando habla de sus reinas, Abou-Badara se convierte en poeta, elogiando su inteligencia, su sistema de vida y sus productos, pero también expone los argumentos más pragmáticos cuando se trata de convencer sobre las virtudes de la colmena Langstroth, orientando sobre las técnicas de la extracción de la miel y de la cera o de su conservación para el uso doméstico y la venta. A su llegada en Septiembre 1987 Abou-Badara comenzó por hacer un inventario de la flora melífera local y realizó un estudio sobre la miel en el mercado. Luego, junto con el Ministerio de Desarrollo Rural en el Congo estableció un proyecto para el desarrollo de la apicultura.

Las dificultades inherentes a todo comienzo no lo desanimaron. En el Congo, la apicultura tradicional es corrientemente practicada y la miel goza de un excelente prestigio, pero la colecta se llevaba a cabo de una manera rudimentaria, es decir extrayendo la miel de las cavidades de los árboles, lo cual amenazaba la colecta de miel e incluso la vida de las abejas.

Abou-Badara ha creado una pequeña "escuela-colmena" para la educación práctica de los futuros apicultores y ofrece conferencias sobre estrategias para el desarrollo de la apicultura en el Congo.

El modelo Langstroth, altamente perfeccionado, ha tenido una fuerte demanda y el proyecto puede enorgullecerse de los resultados obtenidos, como por ejemplo, 25 apicultores han recibido un buen entrenamiento, 13

propietarios han instalado unas 190 colmenas que ya están funcionando en cinco regiones del país. Tres de estos promotores ya han comenzado su primera colecta de miel y el rendimiento promedio ha sido de 15 a 20 kg. de miel y de 300 gramos de cera. Por dondequiera que Abou-Badara ha estado, los progresos han sido notables: colmenas mejoradas o más modernas, utilización de las máscaras o del ahumador, mejor calidad del producto, etc. Con el entusiasmo que le caracteriza, Abou-Badara ha despertado vocaciones que auguran un buen futuro para la apicultura en el Congo. En efecto, la abeja y sus productos (miel, cera, polen, etc.) representan una enorme riqueza natural que al ser bien explotada constituye un aporte nutricional importante y una considerable fuente de ingresos para el país.

"Yo estoy muy satisfecho de mi asignación", afirma el ex-jefe del Centro nacional de apicultura de Labé en Guinea, quien es también veterinario: "este puesto constituye un desafío que he aceptado con fe y determinación".

UNVNEWS - 50TH ISSUE ...

For any publication 50 is a milestone, and the UNVNews (formerly called the UNV-Newsletter) has reached it! The first UNV-Newsletter, a 4-page, A5 recto-verso format displayed on this page, made its way to readers way back in April 1975. Since then it has made strides in layout and format making it one of the most sought-after UNV publications. Up to its 23rd issue, each issue was published in three languages, English, French and Spanish. From its 24th issue it appeared in English and French, until finally the 48th issue became a single trilingual issue, which format we are following to date. The UNV-Newsletter shed its name in June 1988 and came to be known as the UNVNews and with UNV's venture into Desk Top Publishing (DTP) in early 1989, the UNVNews has reached today's image. We display here six different cover pages of the publication, from traditional sticking and glueing to more sophisticated DTP versions!

A special thank-you to all you readers and for those who have contributed articles, just to say, without you out there, the UNVNews would not have been possible. Keep sending your articles and photographs, we need them!

The "LOOK" of UNV Newsletter-UNVNews since its inception.

UNV STATISTICS

The statistics of serving UN Volunteer Specialists, including DDS Field Workers, as of 30th April 1990, were as follows:

UNV Specialists in service (men 1,541; women, 335)		**1,876**	
UNVs en route to assignment		179	
Posts under recruitment		552	
Total, established posts, therefore		**2,607**	
Volunteers' movements duringApril 1990:			
Assigned		69	
Completing contract		40	
Early terminations		10	
Renewals		44	
Countries where UNVs are serving		**110**	
Developing country nationalities of UNVs		78	
Industrialised country nationalities		23	
Refugees & Stateless		1	
Total, nationalities of serving UNVs		**102**	
UNVs, nationals of developing countries		**1,653**	**(88.1%)**
UNVs, nationals of industrialised countries		**222**	**(11.8%)**
Regions in which UNV Specialists are serving:			
Africa -	43 countries	798	(42.5%)
Arab States & Europe -	15 countries	237	(12.6%)
Caribbean -	12 countries	81	(4.3%)
Central & South America -	10 countries	38	(2.0%)
Asia & Pacific -	29 countries	404	(21.5%)
UNVs assigned to Regional projects in Africa, Arab States, Asia/Pacific and Caribbean:	35 countries	66	(3.6%)
Largest UNV "mainstream" programmes:			
Botswana		81	
Bhutan		64	
Yemen Arab Republic		59	
Niger		49	
DDS Field Workers assigned to Participatory Development Programme projects:			
Asia & Pacific -	13 countries	133	(7.1%)
Africa -	14 countries	112	(6.0%)
Caribbean -	3 countries	7	(0.4%)

NEWSFLASH

NAMIBIA - UNV FIRST TO DEPLOY DEVELOPMENT SPECIALISTS

With ten doctors, eight teachers, two air traffic controllers and a Programme Officer already at work, the UN Volunteers is the first of the United Nations bodies to have its long-term development specialists in position in newly independent Namibia. The medical doctors are based in Oshakati, Khorixas and Katima-Mulilo in the north of the country. The air traffic controllers are Mahmoud Al-Dayeh from Syria and Augustine Mgohagulema from Tanzania: they are working under the supervision of the national Department of Public Works and Transport.
The secondary level teaching posts are also in the northern part of the country. The subjects being taught are the English language, Mathematics, Biology, Chemistry and Physics - all part of a multi-sectoral UNDP-supported project.

China Reviews Domestic Development Service (DDS)

Mr. Chen Ci, Deputy Director of the All-China Youth Federation (ACYF) recently completed a fact-finding visit to DDS projects in Malysia, Nepal and Sri Lanka. Subsequently China has become the tenth Asian signatory to the Participatory Development Programme DDS Regional Project. The mission's conclusions will lay the foundations for China's active involvement and Mr. Chen Ci's observations give a valuable "outsider's view" of the project.

Volunteers with Skills

"....The mission found that the income generating programmes were most attractive to the local community and the hosting DDS organizations, for the economic benefit of the programme was always visible and it had an impact directly on the livelihood of the recipients. Many organizations indicated that they wanted volunteers with practical skills. However, many volunteers believed that the educational and training programmes that were initiated through the effort of DDS field workers had greater impact on local development because, although they were long-term investment and the achievements can hardly be measured in terms of money, they help local people improve their cultural quality. A typical example of this is the extension of the pre-school education programmes to rural areas and to untouchable families. The impact of this kind is a comprehensive one.

During the mission, I interviewed a dozen DDS Field workers on their role in local development. They all seemed to have something to be proud of and something to be regretted (in terms of volunteering). Many of them considered the greatest achievement they had made to local development was the mobilization of local people in the local socio-economic effort. With regard to the unsatisfactory aspect, they all claimed that they were not fully prepared for the mission: there were tremendous difficulties in convincing people to accept new culture, and the bureaucratic style of work of institutions concerned made it difficult to carry out a programme on time.

Volunteers Benefit Organizations

'The hosting DDS organizations, on the other hand, spoke highly of the international volunteers. They claimed that thanks to the involvement of international Field Workers in their programmes, their own activities became attractive and more effective. They agreed that the things by which they benefited most from the volunteer exchange programme were the new ideas, the creative spirit and the field experience of the volunteers.

On-the-job training was part of the DDS programme. This was achieved by providing local training through DDS volunteers or in other countries in the Asian region. The cost of training was usually either covered by the DDS organization or through the regional project. During the mission, I did not come across the training programme, neither was I able to talk to any returned trainees. However, the impression I had from the conversation with the programme specialists and DDS volunteers was that skill training was easy to organize and there was much room for further improvement with regard to management training.

On the whole the DDS programme, unlike many projects, is unique in its nature and form. Is is a small size project reaching to the people at grassroots level and a two-way exchange within the framework of South-South co-operation. It not only focuses on technical and economic aspects, but rather on thinking development. Its impact is comprehensive and long term. Its contribution to the recipient countries cannot be valued in terms of money".

READY FOR ANOTHER BRICK?

These village members in Andra Pradesh, India, teamed up to construct new youth club premises as part of the 1989 IVD celebrations. UNV DDS Field-Worker Virginia Derequito-Lazaro (third from right) helped co-ordinate local events.

...WHO'S WHO AT HQ...WHO'S WHO AT HQ...WHO'S WHO AT HQ...

Kwaku Abrefa, of Ghanaian nationality, holds Bachelor of Arts and Master's Degrees from the University of Cape Coast (Ghana) and University of Montreal (Canada) respectively. He later on completed another academic year in Personnel Management at the International Institute of Public Administration in Paris (France).
From 1978 to 1986 he performed various functions and duties in at the Ghana Institute of Languages of the Ministry of Education such as planning, development and use of human resources, preparation, implementation, monitoring and evaluation of projects.

In January 1987, Kwaku joined the UNV programme and was assigned to the Central African Republic as a UNV Programme Officer. He joined UNV Headquarters in April 1990 as Administrative Officer in the Programme Support Division.

Donatian L. Katabaro, from Tanzania, holds Bachelor of Arts and Master's Degrees in economics from the University of Dar-es-Salaam (Tanzania), a Certificate in nutrition planning from the Meharry Medical College, Tennessee (USA), and a Post-Graduate Diploma in rural and agricultural project planning from the Institute of Social Studies, The Hague (Netherlands).

From 1974 to 1984 he worked as an Economist at the Tanzanian Ministry of Planning and Economic Affairs mainly dealing with planning, mobilisation and follow-up of bilateral financial flows and technical assistance from developed market economy countries, and of multilateral capital aid and technical assistance from international organizations.
In April 1984, Don joined the UNV programme as a UNV Programme Officer for Samoa, Cook Islands, Niue and Tokelau and on his way to Bhutan to take up a second assignment, also as a UNV Programme Officer, he stopped in Geneva where he stayed three months at UNV Headquarters to help the Africa Section. In April 1990, he joined the Africa Section for good as an Area Officer for anglophone african countries.

...AND IN THE FIELD...

Scholastique Kompaoré est originaire du Burkina Faso. Titulaire d'une Licence en lettres modernes et d'une Maîtrise en administration scolaire des Universités de Ouagadougou (Burkina Faso) et Laval, Québec (Canada) respectivement, Elle a tout d'abord été professeur de C.E.G. (Cours d'enseignement général) au Burkina Faso de 1968 à 1970. Après l'obtention de sa licence en lettres modernes, elle a assuré des cours de français au Lycée municipale de Ouagadougou de 1972 à 1974. De 1974 à 1978 elle a été Coordonnatrice nationale du projet d'Egalité des femmes et des jeunes filles à l'éducation avant d'être affectée au Service de planification de l'éducation au Ministère de l'éducation nationale.
Depuis mai 1989, Scholastique occupe le poste de Directrice adjointe du programme régional DDS à Harare, au Zimbabwe, où elle assiste le Chef de projet, M. Helmut Weyers, à la conception, l'application et au suivi du projet régional.

...GOODBYE...

There is little more gratifying than to see former UNVs maintain their commitment in the course of a successful subsequent career in development work. That was certainly the case when one of the earlier ones dropped in recently to headquarters. Narong Swangpol was the first UN Volunteer specialist from Thailand. Having served in the Yemen Arab Republic for two years to 1986, surveying in the context of town and country planning, he then became one of the first UNVs to work in Afghanistan, on engineering aspects of rural development. From there he proceeded as an expert to Botswana.

Now he has been appointed to Vanuatu as a Chief Technical Adviser. Not surprisingly, when he called in he asked to see Anna de Toni first - the staff member whom all UNVs from the earliest days knew was batting for them. Anna began work with UNV on 1st June 1971 and retires this summer, having had virtually all 7,000 files of UNVs who have ever served through her hands at one time or another. She has worked with all the UNV Co-ordinators to date - and survived all four! Respect and admiration in Geneva for her contribution to the administrative side of UNV are matched only by the affection in which she is held by present and former staff alike.

In the photo both are pointing to the entry on Narong Swangpol in Anna's record book on the earliest UNV assignments.

FROM THE "UNV COLUMN"

Czech and Slovak UN Volunteers in the pipeline

The first assignments of Czechs and Slovaks as United Nations Volunteer Specialists are in the pipeline. An interim and informal agreement for their recruitment was the outcome of an April meeting between UNV and officials of Polytechna, the Technical Assistance Recruitment Centre of the Czech and Slovak Federative Republic.

Polytechna has already begun to propose candidates to UNV. Among the fields to be involved are health, vocational training, veterinary medecine, geology and cartography. Further study is to be given in Prague to the possibilities of official support for the costs of assignments, and of contributing to UNV's Special Voluntary Fund (SVF).

Polytechna brings a wealth of experience to the partnership with UNV. It already co-ordinates the selection and fielding of some 2,000 Czech/Slovak bilateral technical assistants, and of 150 experts for UN Specialized Agencies, as well as handling UN fellowships. It was represented at the meeting by Mr. Josef Fukan, deputy Director and by Mr. Pavel Holicky of the staff of the Recruitment Centre.

The new assignment comes at a time when the countries of Central and Eastern Europe are rapidly expanding co-operation with UNV, as both suppliers and users of volunteer specialists. Bulgaria, Hungary and Roumania have expressed interest in recruiting specialists, and Yugoslavia and Poland, already suppliers, are to receive their first UNVs. In Poland's case the five specialists sought are in marketing, organisation and methods, production engineering, research and development/systems design, and dairying/milk production.

IN PRINT

MAN AND HIS WORLD (89 pages, English) is a publication by the UNDP/UNESCO Regional Project for Cultural Heritage and Development, in collaboration with the United Nations Environment Programme (UNEP) and the Man and Biosphere Programme (MAB).

The author is former UNV Margarita Jaramillo, born in Montevideo, Uruguay, of Colombian nationality. She studied anthropology, cinematography and cultural communication in the Universities of Tours and the Sorbonne in France.

She joined a UNDP/UNESCO Regional Project for Latin America and the Caribbean as a UNV Social Anthropologist in 1978. In the early 80's, Ms. Jaramillo worked as a consultant for UNDP/UNESCO in the field of cultural communication, particularly in Latin America and the Caribbean.

Presently, she is a painter and works out of her studio in Bogota, Colombia, as an artist and cultural anthropologist. She has had several individucal exhibitions in various parts of Latin America.

She has published a number of books in collaboration with UNDP/UNESCO and various governmental and non-governmental development agencies. **MAN AND HIS WORLD** was originally published in 1982 by UNDP/UNESCO under the Spanish title EL HOMBRE Y SU MUNDO and is now being widely disseminated by the Regional Project in an English Version.

OUR PLANET'S PROBLEMS ARE NOT LIMITED TO ONE COUNTRY. THEY CONCERN EVERYONE...
... THE RIVERS, MARINE FAUNA, MIGRATORY BIRDS, ADVANCING DESERTS, SMALLPOX, POVERTY OR THE THREAT OF NUCLEAR WAR ARE THINGS THAT KNOW NO BORDERS...
BUT...
THAT'S RIGHT!
... A LARGE PART OF THE DESTRUCTION OF VITAL HABITATS AND THE OVER-EXPLOITATION OF LIVING RESOURCES IS CAUSED BY POVERTY, WHICH IS ACCENTUATED BY DEMOGRAPHIC GROWTH...
THERE ARE 40 BIRTHS IN THE WORLD EVERY MINUTE...
WHICH MEANS 55,000 MORE PEOPLE EACH DAY...
WOW! THAT'S 20 MILLION PER YEAR!
... WHICH IS TO SAY 500 MILLION IN ONE GENERATION!
THAT'S WHY SOMEONE SAID THAT A POOR MAN'S TABLE IS NARROW BUT HIS BED IS FRUITFUL...

UNITED NATIONS VOLUNTEERS
VOLONTAIRES DES NATIONS UNIES
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We've assigned trade promoters to Lesotho, a business manager to Burundi, financial controllers to Botswana, small enterprise/industry specialists to Grenada & Vanuatu, a credit manager to Mauritania, lecturers in management to Niger and Seychelles.....

United Nations Volunteers. UNique: 1,876 men and women from 102 countries helping the Third World. **Qualified** - all have diplomas/degrees, 37 % postgrad. **Experienced** - average age 38. **Motivated** - transferring skills in 150 professions. And **cost-effective** - average US$19,500 per assignment, all charges included.

UNITED NATIONS VOLUNTEERS

WORKING TO CLOSE THE GAPS

Wanted, to boost the private sector in developing countries and in Central and Eastern Europe: **companies** to loan us staff as UNVs for 6 months or more, perhaps with support from company and/or employees; **corporations** or **foundations** to assist in cash or kind; **individuals** (working, redundant or retired) to volunteer service as financial directors or analysts, bankers, production controllers, systems analysts, marketing, advertising or procurement specialists....

If you or your company are interested, please call Geneva 798 58 50, fax 41 22 798 85 70, telex 415464 udp ch, or EMAIL udp 090, specifying "Recruitment Resources Division". Or write to UNV, Palais des Nations, 1211 Geneva 10, Switzerland.

United Nations Volunteers. UNique.

Cover Photo: *Sindo women spreading the catch for drying, in a fish processing and distribution project assisted by UNV Kyi Kyi Nein in Homa Bay, Kenya. (UNV Photo - Wendy Stone)*